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| --- | --- | --- | --- |
| **Job title** | **Grade** | **School** | **Location** |
| Teacher | Mainscale/UPS plus SEN | **The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.**  | Broadwalk Green |

Note to manager

In completing this form you are setting the expected standard for the person you need for this job on this occasion. Once completed, it will help to create your shortlist of candidates and to devise the questions you ask at interview. Please describe the criterion in ways that are both accurate and capable of being tested. Above all, the requirements must be job related and non-discriminatory. The job description, person specification and advertisement must be consistent. Each of the criteria must be identified under the **Essential** or **Desirable** headings. Whilst all criterions are important, those marked **Essential** must be met before an interview can be offered. (See Section 6 of the Recruitment and Selection Code of Practice for more information on producing a person specification)

#### Note to applicants

Whilst all criterions below are important, those under the **Essential** heading are the key requirements. You should pay particular attention to these areas and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

 **(\*See grid overleaf)**

| **Essential criteria** | **Necessary requirements – skills, knowledge, experience etc.** | **\* M.O.A.** |
| --- | --- | --- |
|  | Has up to date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people.  | A/I |
|  | Displays commitment to the protection and safeguarding of children and young people  | A/I |
|  | Experience in line management of other staff in the delivery of good/better teaching and learning | A/I |
|  | Experience of teaching children in a non-mainstream setting | A/I |
|  | Qualified Teacher status | A/C |
|  | Excellent subject practitioner | A/I |
|  | Knowledge of appropriate curriculum for all students | A/I |
|  | Team worker | A/I |
|  | Ability to communicate effectively with parents and other agencies, inspiring trust and confidence | A/I |
|  | Commitment to inclusive practice | A/I |
|  | Efficient, well organised approach with the ability to meet expected deadlines | A/I |
|  | Ability to manage other staff within the Centre to maximum benefit of pupils in vocational subject areas | A/I |
|  | Evidence of recent successful teaching | A/I |
|  | Ability to plan curriculum delivery with flair and imagination, taking account of a wide range of student needs. | A/I |
|  | Ability to use ICT to support teaching and learning. | A/I |
|  | Ability to work within and contribute to the staff team. | A/I |
|  | Ability to demonstrate excellence in curriculum co-ordinator role. | A/I |
|  | A full UK driving manual licence | A/I |

|  |  |  |  |
| --- | --- | --- | --- |
| **Completed by** | **Date** | **Approved by** | **Date** |
| **ON** | **December 2024** | **DR** | **December 2024** |

**Method of assessment (\* M.O.A.)**

**A =** Application form**, C =** Certificate**, E =** Exercise**, I** **=** Interview**, P =** Presentation**, T =** Test**, AC =** Assessment centre