Larches High School

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| **Person Specification Form** | | | |
| **Job title: Teacher** | | **Grade: Teachers Pay Scale +SEN 1 allowance** | |
| **Establishment or team:**  Larches High School | | | |
| **Requirements**  **(based on the job description)** | **Essential (E)**  **or**  **desirable (D)** | | **To be identified by: application form (AF),**  **interview (I),**  **test (T), or**  **other (give details)** |
| **Qualifications** |  | |  |
| * Qualified Teacher Status with a successful NQT year completed. | E | | AF |
| * Degree or equivalent. | E | | AF |
| * Qualifications in SEN. | D | | AF |
| * Evidence of continuing professional development related to SEN and challenging behaviour. | D | | AF |
| **Experience** |  | |  |
| * Recent successful teaching in the appropriate phase. | E | | AF/I/R |
| * Experience of teaching pupils with SEN, particularly those experiencing behavioural difficulties/disaffection. | D | | AF/I/R |
| * Ability, experience and resilience to teach students with Behaviour issues. | E | | AF, I, R |
| * Recent and relevant INSET experience. | D | | AF/I |
| * A secure knowledge and understanding of a specialist subject, including progression within the subject. | E | | AF/R |
| * An understanding of the relevant aspects of the National Curriculum. | E | | AF/I/R |
| * An understanding of National Strategies. | D | | AF/I |
| * Curriculum review and development. | D | | AF/I |
| * National Curriculum assessment, recording and reporting. | E | | AF/I/R |
| * Set clear targets for pupils' learning, building on prior attainment. | E | | AF/I/R |
| * Involvement in establishing and developing successful policies and procedures. | D | | AF/R |
| * Development planning and evaluation. | D | | AF/I |
| * Experience of resource management. | D | | AF/I/R |
| **Knowledge, skills and abilities** |  | |  |
| * Establish successful relationships at all levels and have good communication skills both verbal and written. | E | | AF/I/R |
| * Ability to work within a team. | E | | AF/I/R |
| * Ability to participate in multi agency practice, delivery, policy and developments. | D | | I |
| * To understand the needs of mainstream schools. | E | | I |
| * To be aware of Child Protection policy/procedures. | E | | AF/I |
| * Awareness/commitment to Equality and Diversity. | E | | AF/I/R |
| **Requirements**  **(based on the job description)** | **Essential (E)**  **or**  **desirable (D)** | | **To be identified by: application form (AF),**  **interview (I),**  **test (T), or**  **other (give details)** |
| * To be able to work in partnership with pupils, parents, schools and the community. | E | | I/R |
| * To be able to manage change in a supportive environment. | E | | I |
| * Willingness to undertake training in Behaviour Management and Care and Control. | E | | I |
| * Skills in ICT. | E | | AF/I |
|  |  | |  |
| **Other** (including special requirements) |  | |  |
| Access to car | D | | AF/I |
| Commitment to equality and diversity | E | | I |
| Commitment to health and safety | E | | I |
| Commitment to attendance at work | E | | I |
|  |  | |  |
| **Application Form and Letter** |  | |  |
| The form should be fully completed and free from error and the letter should be clear and concise and related to this specific post | E | | AF/I |
|  |  | |  |
| **Confidential References and Reports** |  | |  |
| References should provide a strong level of support for relevant professional and personal knowledge, skills and abilities related to above | E | | R |
| Positive recommendation from current employer | E | | R |
| Satisfactory health and attendance record | E | | R |
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| **Prepared by:** Christine Mitchell |  | | 10 Sept 2018 |