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 |
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| **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 |
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| **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 |