



APPOINTMENT OF TEACHER PERSON SPECIFICATION AND SELECTION CRITERIA

Note: Candidates failing to meet any of the essential criteria will automatically be excluded.

[A] TRAINING AND QUALIFICATIONS

	Essential or Desirable	Evidence
Qualified teacher status	E	A/I
Degree	E	A
Recent participation in a range of in-service training	E	A/I

[B] EXPERIENCE OF TEACHING AND EDUCATIONAL MANAGEMENT

Teaching experience	Essential or Desirable	Evidence
- in a similar school	D	A/I
- relevant experience across a range of SEN and learning abilities	E	A/I/L
- experience of working with secondary aged pupils	D	A/I/L
- experience of working with pupils on the autistic spectrum	D	A/I/L
- experience of working with pupils with PMLD	D	A/I/L
- experience of line management of staff in an educational setting	D	A/I

[C] PROFESSIONAL KNOWLEDGE AND UNDERSTANDING

Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the phase:	Essential or Desirable	Evidence
Pupils' early educational development	E	A/L/I/R
Subject Co-ordination	D	A/L/I/R
Curriculum and assessment, including subjects and cross curricular aspects	E	A/L/I/R

Implementing effective teaching and learning strategies	E	A/L/I/R
School improvement strategies, including ability to use comparative data to inform decisions and to set targets	E	A/L/I/R
Local and national policies, priorities and statutory frameworks	E	A/L/I/R
Application of ICT to teaching, learning and management	E	A/L/I/R
Knowledge of a specialist area of SEN, for example. autism; medical needs; communication difficulties; sensory; physical	E	A/L/I/R

[D] PERSONAL SKILLS AND ATTRIBUTES

Applicants should be able to provide evidence that they have the necessary personal skills and attributes required by the post.	Essential or Desirable	Evidence
Positive approach to working	E	I/R
Successful leadership (at subject leader level)	E	I/R
Ability to line manage staff	E	I/R
Good communication skills relevant to the target audience	E	I/R
Inter-personal skills	E	I/R
Ability to develop and maintain professional working relationships across the school community	E	I/R
Ability to prioritise time effectively	E	I/R
Self-confidence, presence and enthusiasm	E	I/R
Commitment and integrity	E	I/R
Versatile and solution focussed	E	I/R

[E] APPLICATION FORM AND LETTER

The Application Form should be fully completed, addressing the criteria as outlined on the person specification and free from errors. The covering letter should be clear (no more than 2 sides of A4, Arial 10 font) and concise and related to the specific post.

[F] CONFIDENTIAL REFERENCES AND REPORTS

References should provide a strong level of support for relevant professional and personal knowledge, skills and abilities referred to above.	E
Positive recommendation from current employer	E

References will be sought for all shortlisted applicants.