

PERSON SPECIFICATION

CLASS TEACHER



The Person Specification is a picture of skills, knowledge and experience needed to carry out the job. It has been used to draw up the advertisement and will be used in the short listing and interview process for this post. Therefore, it is important you address all the requirements below when completing your application form.

| Category | Essential | Desirable |
|---|-----------|-----------|
| Qualifications | | |
| DfE Qualified Teacher Status | X | |
| Evidence of relevant in-service training in the last 2 years | X | |
| A good Honours Degree | X | |
| Advanced qualification | | X |
| Knowledge and Understanding | | |
| Understanding of safeguarding roles, practices and responsibilities | | |
| A secure understanding of educational inclusion | X | |
| Knowledge and understanding of the role of the Academy within its community | X | |
| A sound understanding of assessment, recording and reporting | X | |
| The ability to recognise and address underachievement | X | |
| The ability to develop an Academy ethos which values each individual and challenges discrimination | X | |
| Knowledge and understanding of current educational developments | X | |
| The major strategy initiatives and changes in education currently facing all schools and specifically special schools | X | |
| The use of assessment to measure achievement for pupils with severe and complex learning difficulties | X | |
| The implementation of equal opportunities practice throughout the school | X | |
| The promotion of community education and parental and community involvement in schools to raise levels of achievement | X | |
| An understanding of and commitment to joint practice development | X | |

| Category | Essential | Desirable |
|--|-----------|-----------|
| Experience | | |
| Successful experience in managing staff and resources | X | |
| Knowledge of and experience of using assessment tools | X | |
| Effective liaison with other agencies and understanding of their roles | | X |
| Experience of leading in-service training | | X |
| Experience of working with and reporting to governors | | X |
| Skills | | |
| The ability to deliver consistently outstanding and creative lessons that ensure pupils achieve their full potential | X | |
| The ability to give and receive constructive feedback in a professional and diplomatic way | X | |
| The ability to manage pupil behaviour proactively | X | |
| Effective planning skills | X | |
| To communicate clearly and effectively using a range of methods to a variety of audiences | X | |
| To ensure the successful implementation of change, including the Academy development plan | X | |
| The ability to manage and balance short and long term priorities in a challenging environment | X | |
| To demonstrate the ability to use technology to support pupils learning and communication | X | |
| Qualities | | |
| A commitment to a child centred approach to achieve the highest standards of pupil achievement | X | |
| A good level of confidence in maintaining and developing professional relationships with children, parents, staff, governors and the wider community | X | |
| An excellent aptitude for handling the pace of change | X | |
| The ability to recognise when their own skills and experience need further support in order to meet the needs of the school | X | |
| Enthusiasm and openness to ideas | X | |