

# NEWLANDS SCHOOL

## PERSON SPECIFICATION



**POST: Class Teacher, MPS (M2 – M6) + 1 SEN**

### Note to Applicants:

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Appointment to this post is subject to an enhanced CRB and background check.

The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job. Please make sure **ALL** these areas are completed **before** submitting your application.

The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the Essential Criteria.

The **How Identified** column shows how the School will obtain the necessary information about you.

If the **How Identified** column says the **Application Form** next to an **Essential Criteria** or a **Desirable Criteria**, you **MUST** include in your application enough information to show **how** you meet this criteria. You should include examples from your paid or voluntary work.

ESSENTIAL CRITERIA Candidates must	DESIRABLE CRITERIA Candidates may	IDENTIFIED THROUGH
<b>Qualifications</b>		
<ul style="list-style-type: none"> <li>Have Graduate Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>Have Qualifications in the area of Special Education Needs</li> </ul>	Application form
<b>Experience</b>		
<ul style="list-style-type: none"> <li>Have recent, successful experience of teaching primary aged pupils with a range of learning needs in EYFS, KS1 and/or special school.</li> <li>Have recent, successful experience of assessing pupils' needs, progress and achievements, and using this to inform and improve classroom practice</li> <li>Have experience of responding to safeguarding concerns in the school setting.</li> <li>Have experience of positive working with a range of professionals from other agencies</li> <li>Have experience of managing a classroom staff team to ensure the best possible outcomes for pupils</li> <li>Has an excellent understanding of children with severe and complex needs and how to plan for and support their learning and engagement.</li> </ul>	<ul style="list-style-type: none"> <li>Have recent, successful experience of teaching of pupils with a range of learning difficulties in a primary special school</li> <li>Have experience of leading other staff members in developing the curriculum and school provision</li> <li>Have experience of contributing to EHCP meetings</li> </ul>	Application form Interview process
<b>Knowledge, Skills and Personal Attributes</b>		
<ul style="list-style-type: none"> <li><b>Be proactive and vigilant in their approach to Safeguarding, putting pupil safety and wellbeing at the forefront of their practice</b></li> <li>Have up to date knowledge of current education issues including ESafety, PREVENT and safeguarding</li> <li>Be informed with regard to the Primary National Curriculum, including the Early Years Foundation stage</li> <li>Have secure understanding of the EHCP process</li> </ul>	<ul style="list-style-type: none"> <li>Have in-depth knowledge about a specialist area of the curriculum and the skills to develop this and inspire others</li> <li>Have the ability to present ideas clearly to others</li> <li>Aspire to roles of additional responsibility in the future</li> </ul>	Application form Interview process

<ul style="list-style-type: none"> <li>• Have knowledge of different forms of SEND and proven skills in meeting needs at different levels.</li> <li>• Have a secure understanding of good practice in the area of Safeguarding</li> <li>• Be able to use a range of teaching strategies appropriate for children with SEND</li> <li>• <b>Have the personal and social skills to communicate clearly and sensitively, establishing and sustaining good relationships with parents, pupils and other staff</b></li> <li>• Have proven skills in teaching early literacy and numeracy, providing examples of this</li> <li>• Be able to present reports effectively both orally and in writing</li> <li>• Be able to work in a flexible way, adapting their approach to meet the changing needs of the children</li> <li>• Have proven skills in taking responsibility for the planning, development and delivery of teaching and learning of a class</li> <li>• Be confident to implement effective systems for assessment, recording and reporting of pupil progress, in line with school practice.</li> <li>• Have an active commitment to Continuing Professional Development, for themselves and others</li> <li>• The ability to converse at ease with customers and service users and provide advice in accurate spoken English is an essential requirement of this post.</li> </ul>		
--	--	--