



*"Where every person matters"*

**PERSON SPECIFICATION – MAINSCALE TEACHER**  
**PAY SCALE: MAINSCALE PLUS 1 SEN point**

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment

This person specification is related to the requirements of the post as determined by the job description. Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should refer to these requirements when completing your application.

Description	Essential (E) Desirable (D)	Application (A) Interview(I) Reference (R)
<b>Qualifications, Experience and Professional Development</b>		
Qualified Teacher Status or currently working towards	E	A
Degree	E	A
Successful teaching experience gained in one / mix of the following <ul style="list-style-type: none"> <li>• Special needs school</li> <li>• Mainstream secondary with experience of teaching pupils with a variety of learning difficulties</li> <li>• Evidence of continuing professional development</li> </ul>	D	A/I
<b>Skills and Knowledge</b>		
Awareness of National Curriculum 11 – 14 years and or Vocational curriculum and qualifications 14 – 19 years	E	A/I
Understand and be familiar with teaching and learning strategies of students with special educational needs	E	A/I
Understands and values the processes of planning as an aid to raising standards	D	A/I
Understands and values the monitoring and assessment procedures	D	A/I
Relates to and motivates pupils	D	A/I
Teaches to a high standard	D	A/I
Works well and contributes to the team development	D	A/I
Good classroom management	D	A/I
Good organisational skills	D	A/I
Good behaviour management skills	D	A/I
Evidence of a commitment to an equal opportunities policy both within lessons and within school	D	A/I
ICT literate in planning and classroom delivery	D	A/I
Examples of behaviour management processes	D	A/I
Knowledge of Team Teach programme	D	A/I
Experience of working to relevant accredited courses	D	A/I
Experience of form teacher and pastoral role	D	A/I
Knowledge and understanding of ASD spectrum	D	A/I
Experience and knowledge of planning for and working with students on ASD spectrum	D	A/I



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<b>Special Working Conditions</b>		
Willingness to participate in extracurricular opportunities for students	E	A/I
Commitment to the school's wider community and Children's Services	E	I/R
Commitment to the development of all staff, teaching and non-teaching	E	I/R
Commitment to the equality of opportunity	E	I/R
Understanding of the need to promote positive role models	E	I/R
Ability to maintain a sense of perspective and a sense of humour	E	I
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.	E	A/I

#### Applying

If you decide to apply for this post would you please complete the application form. Your letter of application (supporting statement) should be no longer than 2 sides of A4 and should address the selection criteria detailed in the Person Specification. Please do not attach supplementary information. Visits to the school are encouraged.