

TLR2b – PERSON SPECIFICATION

The following person specification indicates the selection criteria utilised by the Governing Body for this post.

	Essential	Desirable	How Identified
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Successful teaching experience in a Secondary School • Evidence of Continuing Professional Development 	<ul style="list-style-type: none"> • Experience of working effectively as an ambassador alongside students with generic special needs • A degree in Maths or a related subject 	Application Form Interview
Experience	<ul style="list-style-type: none"> • Experience in working as part of a middle or senior management 	<ul style="list-style-type: none"> • Experience in managing a team • Experience of working with external providers to enhance pastoral care for students • Experience of introducing new initiatives and/or of managing change • Experience of effective deployment of staff or resources 	References, Interview, Letter
Knowledge and Understanding	<ul style="list-style-type: none"> • Knowledge and understanding of national and regional education issues relating to provision for students with additional needs • Understanding of how to track student achievement using data • Understanding of analysing data using CASPA, B Squared 	<ul style="list-style-type: none"> • Knowledge and experience of school improvement planning • Knowledge and experience of monitoring, evaluation and review processes • Understanding of effective teaching and learning strategies including behaviour for learning • Has the knowledge and understanding of current and national issues in relation to student development, student progress and raising achievement • Good understanding of best practice and current educational thinking 	Letter, Interview



"Where every person matters"

Motivation and Social Skills	<ul style="list-style-type: none"> • Excellent communication and interpersonal skills • Personal Organisation and time management skills • Ability to communicate effectively with a range of audiences • 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. 	<ul style="list-style-type: none"> • Ability to analyse problems, reach considered judgements, resolve issues and delegate effectively 	Application Form, Interview, References, Letter
Personal Qualities	<ul style="list-style-type: none"> • Dynamic nature with innovative ideas and a passion for teaching and learning • The highest levels of personal and professional integrity • Energy and drive • Ability to motivate self and others • A commitment to raising the aspirations of the whole school community 		Letter, References, Interview
Planning, Teaching and Class Management	<ul style="list-style-type: none"> • Demonstrates clear thinking on how to support students with identified needs to make progress • Plans teaching and personalisation to achieve progression in students' learning • Makes effective use of assessment information on students' attainment 		Interviews, References
Monitoring, Evaluation and Review Accountability	<ul style="list-style-type: none"> • Is able to monitor student performance • Is able to evaluate and review student progress 	<ul style="list-style-type: none"> • High level of ICT knowledge and skills 	Interview, Letter
Other Professional Requirements	<ul style="list-style-type: none"> • A commitment to, and understanding of, the wider aspects of student development • Has the ability to work with parents, external agencies and the wider community • Is flexible, able to work under pressure and meet deadlines 		Application Form, Interview, Letter
Written Application	<ul style="list-style-type: none"> • Well-constructed and concise application showing evidence of knowledge, skills and enthusiasm for the role 		Letter



In your covering letter please relate your strengths to the person specification and job outline.