

Person Specification: Teacher



		Essential	Desirable	Where Measured
Knowledge	Has a sound understanding of the qualities of good teaching and effective learning and how these can be applied to raise student attainment	✓		A/I/LO
	Has an understanding of the effective planning and delivery of a balanced curriculum	✓		
	Has an understanding of how to support EHCP targets through quality first teaching	✓		
Skills/Abilities	Able to link teaching and pedagogy to the bespoke learning needs of pupils	✓		A/I/LO
	Able to set, maintain and actively promote high standards of student behaviour	✓		
	Able to envision, enthuse, inspire and motivate students	✓		
	Good self-management skills, including the effective time-management	✓		
	Good decision-making skills; the ability to identify and implement solutions to problems	✓		
	Able to deliver excellent outcomes for pupils who may have previously struggled to engage with learning	✓		
	Willing to offer enrichment activities for pupils		✓	A/I
	An excellent team player with good inter-personal skills	✓		A/I
	Excellent self-awareness, with an ability to remain calm and communicate effectively when faced with challenging behaviours	✓		A/I
	Strong ICT skills and the ability to learn new systems and software as required	✓		A/I
Experience	Experience of working with children who have SEMH needs	✓		A/I
	Pastoral/Form Tutor experience		✓	A/I
	Knowledge/experience of de-escalation techniques and TeamTeach philosophy		✓	A/I
	Experience of mentoring staff and sharing good practice		✓	A/I
Qualifications	Degree/PGCE in relevant subject area	✓		A
	QTS	✓		A
	Evidence of continuous professional development	✓		A/I
Educational Philosophy	A commitment to ensure that all students achieve their full potential	✓		A/I
	A commitment to the vision, values and aims of the school	✓		A/I
	A commitment to safeguarding all young people	✓		A/I

Person Specification: Teacher



		Essential	Desirable	Where Measured
	A commitment to keeping updated on developments in education	✓		A/I
Other circumstances	A willingness to contribute to the wider life of the school	✓		A/I
	A clear vision and strong commitment to inclusion and how this can be achieved for students	✓		
	An ability to fulfil all spoken aspects of the role with confidence through the medium of English	✓		I

A: Application

I: Interview

LO: Lesson observation