

### CHILDREN, ADULTS AND HEALTH

**PERSON SPECIFICATION**

**POST TITLE:** Teacher - (The Beacon Centre)

**GRADE:** MPS/UPS

**[A] TRAINING AND QUALIFICATIONS**

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| --- | --- | --- | --- |
|  | Essential | Desirable | SourceA – applicationI – interviewR – referencesLO–lesson observation |
| Qualified teacher status/ QTLS | ✔ |  | A |
| Degree  | ✔ |  | A |
| High standard of general education | ✔ |  | A |
| Further Educational Qualifications |  |  ✔ | A |
| Team Teach or equivalent |  | ✔ | A |

**[B] WORK EXPERIENCE**

Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post:

|  |  |  |  |
| --- | --- | --- | --- |
|  | Essential | Desirable | Source |
| Recent and successful responsibility in a school demonstrating impact on raising standards |  | ✔ | A, I, R |
| Significant knowledge of the primary AND/OR secondary curricula | ✔ |  | A, I, R |
| Experience working with and supporting children with emotional and behavioural needs | ✔ |  | A, I, R |
| Experience of using Educational Psychologist advice in lesson planning and target setting |  | ✔ | A, I, R |
| Involvement in monitoring and evaluating the quality of Teaching, Learning and Assessment | ✔ |  | A, I, R |
| Excellent classroom practitioner with proven experience of positive behaviour management strategies | ✔ |  | A, I ,R, LO |
| Experience of teaching across more than one key stage |  | ✔ | A, I, R |
| Experience of parental engagement in children’s learning | ✔ |  | A, I, R |

**[C] PROFESSIONAL KNOWLEDGE AND UNDERSTANDING**

Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the specific phase.

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| --- | --- | --- | --- |
|  | Essential | Desirable | Source |
|  Proficiency of data analysis, evaluating tracking  information and using assessment procedures that  impact on pupil outcomes | ✔ |  | A, I, R |
|  A full understanding of the Teachers’ Standards | ✔ |  | A, I, R |
| Excellent subject knowledge | ✔ |  | A, I, R |
| A detailed knowledge of a variety of teaching and learning strategies  | ✔ |  | A, I, R, LO |
| Range of relevant CPD | ✔ |  | A, I, R |
| Knowledge and understanding of safeguarding procedures | ✔ |  | A, I, R |
| Knowledge of the National Curriculum framework | ✔ |  | A, I, R |
| Knowledge of current educational initiatives |  |  ✔ | A,I |
| Experience of using online logging system for information e.g. CPOMS, Behaviour Watch, Integris |  |  ✔ | A,I |

**[D] PERSONAL SKILLS AND ABILITIES**

Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post:

|  |  |  |  |
| --- | --- | --- | --- |
|  | Essential | Desirable | Source |
| A passion and motivation to work with vulnerable / challenging children | ✔ |  | I, R, LO |
| Effective oral and written communication skills  | ✔ |  | A, I, R |
| Able to work in a team and have consideration of the views of others | ✔ |  | I, R |
| High expectations of children’s behaviour and learning | ✔ |  | I, R, LO |
| Commitment to promoting equal opportunities and meeting the educational and social needs of all children | ✔ |  | I, R |
| Willingness to work in partnership with other staff, schools, key agencies and organisations |  |  ✔ | A, I |
| Capable of having challenging conversations with a variety of stakeholders and agencies | ✔ |  | A, I, R |
| Discreet and tactful | ✔ |  | A, I, R |
|  Ability to remain focussed and calm in stressful  situations | ✔ |  | A, I, R |
| Good time keeping, attendance and a flexible approach to work | ✔ |  | A,I,R |
| Able to establish positive relationships with challenging students | ✔ |  | A,I,R |

**[E] OTHER REQUIREMENTS**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Essential | Desirable | Source |
| Application forms should be completed in full | ✔ |  | A |
| Personal statements within the application form should be clear and concise and no more than 2 sides of A4 (Font Size Arial 12) | ✔ |  | A |
|  Must demonstrate relevant experience linked to the job  description and person specification | ✔ |  | A |
|  Expectation there could be a requirement to work across  the primary and secondary school sites | ✔ |  | I |
|  Full current driving licence or access to means on mobility  support | ✔ |  |  I |
|  Enhanced clearance from the Disclosure and Barring  Service | ✔ |  | DBS Check |

**Please note: no CV’s or additional information should be submitted other than that requested above, and will not be considered.**

**[F] CONFIDENTIAL REFERENCES AND REPORTS**

|  |  |
| --- | --- |
|  | Essential |
| Written reference(s) only | ✔ |
| Confirming professional & personal knowledge, skills & abilities referred to above | ✔ |
| Positive recommendation from current employer | ✔ |