VANE ROAD PRIMARY SCHOOL (Part of The Archway Federation)

CLASS TEACHER with SENDCo

PERSON SPECIFICATION AND CRITERIA FOR SELECTION

MPS1 – 6 UPS TLR 2a

|  |  |  |  |
| --- | --- | --- | --- |
| **CATERGORY** | **ESSENTIAL** | **DESIRABLE** | **How identified** |
| **APPLICATION** | Fully supported in reference (E1)  Well structured supporting letter indicating your personal beliefs, understanding of important educational issues and areas of strength. (500 word limit) (E2) |  | AR |
| **QUALIFICATIONS** | Qualified Teacher Status or QTLS (E3) | Qualifications other than a degree for example sporting and music qualifications (D1)  National Award for SEND Co-ordination (D2) | AR |
| **EXPERIENCE** | Ability to demonstrate very high standards of  classroom practice (E4)  At least 2 years’ experience working in Upper KS2 (E5)  More than two years’ teaching experience (E6)  Experience leading an area of school improvement (E7)  Experience leading staff (E8) | Experience teaching in Reception, Key Stage 1 and Key Stage 2 (D3)  Experience Leading SEND in school (D4)  Experience Leading a Core Subject within a primary School (D5)  Experience reporting to governors and/or Ofsted for this core subject (D6)  Experience supporting Initial Teacher Training candidates in school (D7) | AIR  CO |
| **PROFESSIONAL DEVELOPMENT** | A willingness to embrace professional development (E9)  Evidence of Further Professional Development (E10) | To have experience of working with children in a range of contexts (D8)  The ability to share expertise with colleagues (D9) | CO  AIR |
| **SKILLS** | Ability to readily establish professional relationships and be part of a team (E11)  Ability to communicate effectively in a variety of situations (E12)  Curriculum management – planning, delivery and assessment (E13)  Organisational ability (E14)  Ability to use IT effectively (E15) | To have strategic skills in moving school priorities forward eg developing action plans, monitoring progress and evaluating improvement. (D10)  To have a sound understanding of data from a local and national perspective. (D11) | AIR  CO |
| **SPECIAL KNOWLEDGE** | Detailed knowledge of the structure and content of the National Curriculum (E16)  A clear vision and understanding of the needs of Primary pupils including special needs (E17)  In depth knowledge of the SEND Code of Practice (E18) | A detailed knowledge of a specific area which can support staff whose subject knowledge isn’t as strong(D12) | AIR  CO |
| **PERSONAL ATTRIBUTES** | Ability to demonstrate enthusiasm and sensitivity whilst working with others (E19)  Ability to demonstrate a stimulating and innovative approach (E20)  Ability to embrace and manage change (E21)  Caring attitude towards pupils and parents (E22)  Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community (E23)  Support for and contribution towards the extra-curricular activities within school (E24)  A commitment to the safety and protection of all pupils (E25)  Hard working and dedicated (E26)  To have a good sense of humour (E27) | Flexibility and adaptability in order to be able to mix and work with a wide range of people (D13) | AIR  CO |

How identified: A = Application

I = Interview

R = Reference

CO= Class Observation