**THE MEADOWS SCHOOL: TEACHER M2 – M6**

**PERSON SPECIFICATION AND CRITERIA FOR SELECTION**

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| **category** | **essential** | **desirable** | **where identified** |
| **application** | 1. Fully supported in reference;
2. Well-structured **supporting letter** describing your views on curriculum intent for English and how it fits with wider curriculum specifically in relation to young people with SEMH needs (No more than 1000 words).
 |  | 1. Application Form
2. References
3. **Letter**
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| **qualifications** | 1. Qualified Teacher status.
2. English Degree
3. Evidence of recent and relevant professional development within or beyond current setting.
 | Additional relevant qualification in SEN / SEMH.Qualified in TeamTeach First Aid qualification.Midas | 1. Application
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| **experience** | 1. Ability to demonstrate high standards of classroom practice.
2. Successful recent and relevant experience of teaching English at KS3/4 including GCSE.
3. Ability to teach a range of subjects within KS3/4
4. Experience of successful learning and teaching in raising student achievement
 | Teaching experience in more than one establishment. | 1. Application Form
2. References
3. Interview
4. Observation
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| **professional development** | 1. Recent professional development covering relevant educational issues.
 | Recent professional development connected to reducing barriers to learning for young people with SEND / SEMH needs. | 1. Application Form
2. References
3. Interview
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| **skills and abilities**  | 1. Capacity to teach GCSE English with evidence of good outcomes
2. Ability to engage, motivate and ensure progress with young people who lack confidence in themselves as learners.
3. Ability to plan and teach across more than one curriculum area / year group.
4. Ability to establish positive professional relationships.
5. Ability to communicate effectively in a variety of situations.
 | Ability to teach a vocational skill for KS4 groups. | 1. Application Form
2. References
3. Interview
4. Observation
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| **special knowledge** | 1. Understanding and knowledge of barriers to learning and strategies to support development for pupils with SEMH needs.
 | Extensive understanding and knowledge of safeguarding. | 1. Application Form
2. References
3. Interview
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| **personal attributes** | 1. Demonstrate a stimulating and innovative approach to teaching and learning which encourages the engagement of young people.
2. Be able to build and sustain effective working relationships with staff, Governors and parents /carers.
3. Flexible, resilient and creative.
4. Enjoy professional challenge.
 | Flexibility and adaptability in order to be able to mix and work with a wide range of peopleBe able to communicate well with young people, parents /carers, and a range of other agencies. | 1. Application Form
2. References
3. Interview
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Post is subject to full DBS checks to ensure safe recruitment