

PERSON SPECIFICATION

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job.

Essential (E):- without which the candidate would be rejected

Desirable (D):- useful for choosing between two good candidates

Please make sure, when completing your application form, you give <u>clear examples</u> of how you meet the <u>essential and desirable</u> criteria.				
Attributes	Essential	How Measured	Desirable	How Measured
Experience	Using data to inform target setting and planning.	1,2		
	Have a wide range of positive behaviour strategies to support those with challenging behaviour	1,2	Initiate keeping up to date with research and developing national practice	1,2
Skills/ Abilities	Able to communicate with a variety of stakeholders (e.g. colleagues, parents, external agencies).	1,2		
	Able to use IT to support both the curriculum and work organisation.	1,2		
	Able to work as part of, and contribute to, a whole-school, multi-disciplinary team.	1,2		
	Able to identify the necessary resources which ensure high quality teaching and learning.	1,2		
	Able to assess the needs of individuals to inform lesson planning.	1,2,		
	Able to deliver high quality lessons, evaluate the impact	2		

	of these and develop future planning accordingly.			
Equality Issues	Demonstrable commitment to inclusive teaching and learning.	2		
	Awareness of the effects of discrimination on pupils, parents, colleagues and policy.	1,2		
Specialist Knowledge	Subject/KS, curriculum knowledge	1,2		
Education and Training	Qualified Teacher Status / NQT status / ECT status	1	Evidence of meeting the threshold standards.	1,2
	Evidence of on-going cpd.	1,2	Sustained and substantial performance in the threshold standards.	1,2
Other Requirements				

(1 = Application Form, 2 = Interview)

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The postholder will ensure that school policies are reflected in all aspects of his/her work, in particular those relating to;

- (i) Equal Opportunities
- (ii) Health and Safety
- (iii) Data Protection Act (1984 & 1998)
- (iv) Code of Conduct
- (v) Safeguarding
- (vi) GDPR