

Sir Charles Parsons School

Teacher – Person Specification

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	A DfE recognised and relevant teaching qualification.
2	Able to design and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.
3	Recent experience or a demonstrable interest in teaching to secondary age students: <ul style="list-style-type: none">• whose levels of attainment are much lower than the majority of their peers;• who have additional needs, including physical disabilities.
4	A good knowledge and understanding of primary or secondary curriculum provision and the relevant statutory and non-statutory curricula / frameworks.
5	A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies.
6	Good verbal and written communication skills.
7	Evidence of relevant and on-going professional development and training.
8	Ability to work collaboratively and effectively as part of a multidisciplinary team.

Desirable

9	Experience of teaching basic literacy skills.
10	Knowledge of augmentative communication systems.
11	Experience of taking pastoral responsibility for a form class.
12	Other interests / expertise that would benefit learners and the school.
13	Knowledge of assessment and progress measures for use with young people with special educational needs.

Part B: Assessment Stage

Items 1 - 13 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress.
2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Able to engage and motivate learners in the school environment.
4	Able to contribute to and support the development of the curriculum.

5	Have positive values, attitudes and have high expectations for learners.
6	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well-being.
7	Able to work collaboratively, co-operatively and effectively as member of the school team.
8	Able to plan, organise and prioritise and manage time effectively.
9	A sense of humour and good interpersonal skills.
10	Able to use ICT knowledge and skills in the learning environment.
11	Have a positive attitude to change and a focus on finding creative answers to problems.

Desirable

12	A willingness and / or ability to teach across the secondary age range.
13	Willing and able to contribute to extra-curricular activities.
14	Willing and able to contribute to whole school development initiatives, school improvement planning and self-evaluation.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	Yes	Structured discussion with pupils	Yes
Informal discussion with potential colleagues	Yes		

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Criminal Records Bureau
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Qualified teacher Status
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Medical clearance