|  |  |  |  |
| --- | --- | --- | --- |
| **Learning Support and EAL Teacher person specification** | **Essential** | **Desirable** | **Demonstrated through** |
| **Qualifications** |  |  |  |
| Educated to degree level | ✓ |  | Application form |
| Recognised teaching qualification e.g. B.Ed, PGCE, CELTA | ✓ |  |
| Qualified teacher status |  | ✓ |
| **Experience** |  |  |  |
| 3 years teaching experience | ✓ |  | Application form |
| Experience of working with children with EAL | ✓ |  |
| **Professional Knowledge and Understanding** |  |  |  |
| Knowledge of National Curriculum for England |  | ✓ | Application form & interview |
| Knowledge and understanding of current developments and best practice in inclusive education | ✓ |  | Application form & interview |
| Understanding the relationship between planning, assessment, monitoring and target setting to maintain high levels of achievement and behaviour for all children | ✓ |  | Interview |
| **Professional Skills** |  |  |  |
| Able to demonstrate the effective use of ICT to enhance learning and teaching |  | ✓ | Interview |
| Able to plan and work collaboratively with colleagues | ✓ |  | Interview |
| Able to communicate sensitively with parents | ✓ |  | Interview |
| Good communication skills both orally and in writing | ✓ |  | Application letter & interview |
| Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit | ✓ |  | Interview |
| **Personal Attributes** |  |  |  |
| Commitment to excellence | ✓ |  | Application letter & interview |
| Ability to enthuse and motivate others | ✓ |  | Interview |
| Commitment to professional development | ✓ |  | Application form |
| Ability to cope with frustration | ✓ |  | Interview |
| Proactive | ✓ |  | Interview |
| Ability to embrace change | ✓ |  | Interview |