

FREDERICK HUGH HOUSE
Class Teacher (Secondary) – Person Specification

SAFEGUARDING CHILDREN: SAFER RECRUITMENT AND SELECTION

In addition to the candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to perform and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours; and, attitudes to use of authority and maintaining discipline.

The post/job is subject to an Enhanced Disclosure and Barring Check

Requirement		Essential	Desirable	Measured
1. Qualifications				
1.1	Good honours degree	✓		Application
1.2	Qualified Teacher Status (QTC)		✓	Application
1.3	Further qualification in Special Educational Needs		✓	Application
1.4	Commitment to continuing professional development	✓		Interview
2. Experience				
2.1	Working successfully in a special school for children with complex special needs and disabilities	✓		Application/Interview
2.2	Working with teaching, therapeutic and support staff as part of a fully integrated team		✓	Application/Interview
2.3	Teaching all subjects across the secondary age range or within a key stage	✓		Application
2.4	Whole school subject responsibilities in a special secondary school setting	✓		Application/Interview
2.5	Delivering ASDAN programme to a group(s) of students		✓	Application/Interview
2.6	Turning policy into effective and successful practice		✓	Interview
2.7	Managing challenging behaviour using school-based strategies, including the use of positive physical intervention	✓		Application/Personal Statement/Interview
2.8	Recent training in the use of 'Team Teach'		✓	Application
3. Professional Knowledge & Understanding				
3.1	Thorough knowledge and understanding of a range of approaches to teaching and learning as well as curricular issues for pupils with a range of learning needs	✓		Interview
3.2	Up to date knowledge of statutory regulations and guidance relating to the post		✓	Interview
3.3	An understanding of cultural and social diversity and its impact on teaching and learning	✓		Personal Statement
3.4	Commitment to the equality of opportunity and inclusive education for all children	✓		Personal Statement
3.5	A sound knowledge of provision for pupils with complex needs	✓		Interview
3.6	An understanding of Child Protection as applied to a school	✓		Interview
3.7	An excellent classroom practitioner	✓		Personal Statement/Interview
4. Skills & Leadership				
4.1	Ability to work as part of a team	✓		Personal Statement/Interview

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4.2	Effective IT skills – ability to use Microsoft packages and Outlook	✓		Application/Personal Statement
4.3	Management and leadership skills in managing class teams	✓		Personal Statement/Interview
4.4	Excellent time management skills	✓		Application/Interview
4.5	Able to communicate clearly and effectively – both verbally and written – to a variety of audiences including pupils, parents and other professionals	✓		Application/Personal Statement/Interview
4.6	Ability to communicate clearly and effectively in speech and writing to a variety of audiences outside the school including other professionals, trustees and the wider community		✓	Application/Personal Statement/Interview
4.7	Able to develop and maintain effective relationships with students, staff, parents, agencies working with the school and the wider community	✓		Personal Statement/Interview
4.8	Ability to positively influence people and successfully work with members of the school community whilst promoting the school's ethos and values	✓		Interview
5. Personal Qualities				
5.1	Highly motivated and proactive	✓		Interview
5.2	Approachable	✓		Interview
5.3	Excellent organisation	✓		Application/interview
5.4	Flexible and able to cope with change	✓		Interview
5.5	Initiative – Proven ability to identify problems/needs and identify solutions	✓		Interview
