



## Person Specification: Class Teacher

	ESSENTIAL	DESIRABLE
Qualifications & Experience	<p><b>The successful candidate will:</b></p> <ul style="list-style-type: none"> <li>• Have Qualified Teacher Status</li> <li>• Be a highly skilled, committed and an enthusiastic Teacher</li> </ul>	<ul style="list-style-type: none"> <li>• Varied experience teaching across the age and ability range.</li> <li>• Experience of working in a mainstream school and special school environment.</li> <li>• Varied experience of supporting pupils with special educational needs</li> <li>• Evidence of continuing professional development further qualification</li> </ul>
Knowledge & Understanding	<p><b>The successful candidate will have:</b></p> <ul style="list-style-type: none"> <li>• A knowledge and understanding of a range of teaching and learning styles.</li> <li>• An understanding of the importance of enhancing pupils' self-esteem.</li> <li>• An understanding of effective assessment procedures and practices.</li> <li>• Knowledge of educational developments and their practical application.</li> <li>• An understanding of the importance of safeguarding and how vulnerable SEN pupils are.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Knowledge of a range of baseline assessment tools</li> <li>▪ Experience/ involvement in monitoring and evaluation strategies</li> </ul>



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Skills/Abilities	<p><b>The successful candidate will:</b></p> <ul style="list-style-type: none"> <li>• Have high quality teaching skills.</li> <li>• The ability to provide a quality learning experience for students at the school and beyond</li> <li>• Ability to provide, monitor, review and evaluate a curriculum area. The ability to provide and use data to evaluate effectiveness of teaching and learning/monitor progress</li> <li>• The ability to reflect on and improve practice</li> </ul>	<ul style="list-style-type: none"> <li>• Be able to demonstrate knowledge/experience of applying behaviour management strategies.</li> <li>• Have experience of using TEACCH.</li> </ul>
Relationships	<p><b>The successful candidate will:</b></p> <ul style="list-style-type: none"> <li>• Show evidence of promoting effective working relationships with pupils, families, staff and the wider community.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with a range of staff as part of a multi-disciplinary team.</li> </ul>
Communication	<p><b>The successful candidate will:</b></p> <ul style="list-style-type: none"> <li>• Be a clear thinker and communicator.</li> <li>• Have experience of working with a range of other professionals</li> <li>• Have a clear vision for the future of our pupils, excellent classroom and leadership skills and the ability to enthuse and motivate staff and students.</li> </ul>	<ul style="list-style-type: none"> <li>• Have a knowledge/understanding of a range of communication methods i.e. Makaton, PECS etc.</li> </ul>



WELCOMBE HILLS  
SCHOOL

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<p>Personal Characteristics</p>	<p><b>The successful candidate will:</b></p> <ul style="list-style-type: none"><li>• Have a good record of attendance and punctuality.</li><li>• Be organized and systematic with strong emotional resilience.</li><li>• Have a positive attitude, determination and commitment to pupils' development, valuing them as independent learners.</li><li>• Be committed to curriculum enrichment activities</li></ul>	<ul style="list-style-type: none"><li>• Be motivated to pursue further professional development and training.</li><li>• Have their own transport.</li></ul>
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