

### Person Specification for the Post of Class Teacher at Carew Academy

Please state how you meet the following selection criteria. Candidates will be short listed entirely on the basis of the extent to which they meet the criteria in their application form. Please ensure that you address every aspect but also show your personality – do not address the points as a list! All elements are essential unless otherwise stated. Where 'desirable' is stated, only comment if you have the appropriate skills or experience. Desirable criteria may be gained after employment with the academy.

| AREA                        | REQUIREMENTS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Qualifications</b>       | <ol style="list-style-type: none"> <li>1) Qualified Teacher Status</li> <li>2) A good degree, 2.1 or above.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Teaching Experience</b>  | <ol style="list-style-type: none"> <li>3) Recent successful experience of working with and/or teaching pupils with special educational needs within any school setting including mainstream schools, teaching a variety of subjects.</li> <li>4) 2 years experience</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Professional Skills.</b> | <ol style="list-style-type: none"> <li>5) Proven ability to demonstrate excellent classroom practice.</li> <li>6) Proven ability in working successfully as part of a staff team</li> <li>7) Evidence of knowing how to evaluate one's own strengths and weaknesses.</li> <li>8) Evidence of effective partnership working with parents and carers. <ul style="list-style-type: none"> <li>▪ Evidence of successful multi-agency working (<b>Desirable</b>).</li> </ul> </li> </ol>                                                                                                                                                                                    |
| <b>Knowledge</b>            | <ol style="list-style-type: none"> <li>9) Knowledge and experience of current good practice and curriculum developments in special <b>and</b> mainstream education provision.</li> <li>10) Knowledge of how to develop appropriate schemes of work to support student progress.</li> <li>11) Knowledge of child development.</li> <li>12) More extensive knowledge of and/or interest in at least one curriculum area.</li> <li>13) Firm commitment to one's own continuing professional development. <ul style="list-style-type: none"> <li>• Knowledge of successful practice in teaching pupils on the autistic spectrum (<b>Desirable</b>).</li> </ul> </li> </ol> |
| <b>Personal Skills</b>      | <p>Proven ability to:</p> <ol style="list-style-type: none"> <li>14) Generate enthusiasm for new ideas in both pupils and staff, and inspire others with confidence.</li> <li>15) Communicate effectively to groups and individuals, both orally and in writing.</li> <li>16) Demonstrate a flexible approach to a variety of issues and a willingness to actively listen to others.</li> <li>17) Analyse situations, to prioritise and to help to implement realistic solutions.</li> <li>18) Provide advice and guidance to parents in a positive and clear manner.</li> <li>19) Remain calm when working under pressure.</li> </ol>                                 |
| <b>Philosophy</b>           | <ol style="list-style-type: none"> <li>20) Commitment to the provision of high quality education and pastoral care for all pupils.</li> <li>21) Expectation of high pupil achievement.</li> <li>22) Commitment to the safeguarding of children and young people.</li> <li>23) Evidence of understanding and commitment to equality of opportunity and respect for pupils' individual differences.</li> <li>24) Commitment to family partnership in education and developing links between school, home and the community.</li> </ol>                                                                                                                                   |

## Lead Teacher - Carew Academy

### Person Specification

This Person Specification is in addition to the Person Specification a Teacher at Carew Academy.

| QUALIFICATIONS AND TRAINING                                                                                           |           |
|-----------------------------------------------------------------------------------------------------------------------|-----------|
| Evidence of Continuing Professional Development                                                                       | Essential |
| KNOWLEDGE AND UNDERSTANDING RELEVANT TO THE JOB                                                                       |           |
| Detailed understanding of the importance of using Classroom Monitor to Track Progress                                 | Essential |
| Detailed understanding of the requirements to evidence British Values and SMSC in Schemes of Work                     | Essential |
| Excellent subject knowledge in the area of responsibility                                                             | Essential |
| Excellent knowledge of accreditation options including Unit Awards, Functional Skills, Entry Levels, GCSEs, BTEC etc. | Essential |
| SKILLS AND ABILITIES                                                                                                  |           |
| Consistently Good Teaching                                                                                            | Essential |
| Ability to lead and motivate others                                                                                   | Essential |
| Ability to hold others to account for their performance                                                               | Essential |
| Ability to write Schemes of Work                                                                                      | Essential |
| A superb Attendance Record                                                                                            | Essential |
| Ability to support others through CPD and modelling best practice                                                     | Essential |
| A consistently positive outlook                                                                                       | Essential |
| A flexible approach and a willingness to innovate                                                                     | Essential |
| A fantastic communicator                                                                                              | Essential |