

Person Specification (Teacher and SENCo)

Leadership Payscale

We would like to appoint a person who:	Attributes	Measurement	Essential / Desirable
Educational	<ul style="list-style-type: none"> Degree educated. Graduate qualified teacher with recognised teaching qualification such as a PGCE or equivalent. Recent and relevant experience of teaching at secondary level up to 16, ideally a core subject or Technology. Recent and relevant experience of teaching to post-16 students, ideally a core subject or Technology. Holds the National SENCO award. 	<p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
Knowledge	<ul style="list-style-type: none"> Understands the SEND code of practice. Understands how to ensure effective student learning through challenging, high quality and exciting teaching. Understands the potential of student voice and parental engagement. Is a competent user of ICT and understands its role in enhancing learning and teaching. Understands the positive role of Performance Management within their own professional development. Understands the components which comprise outstanding teaching and learning. Understands assessment and attainment information can be used to improve practice and raise standards. 	<p>A, I, R</p> <p>A, I</p> <p>A, I, R</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I, R</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
Experience	<ul style="list-style-type: none"> Of delivery of the SEND framework. Of working with young people who hold EHCPs Is an outstanding classroom practitioner. Is a 'typically' good classroom practitioner. Works effectively with Teaching Assistant/support staff/technicians within the faculty/department. Leading initiatives beyond the classroom. Providing feedback to colleagues Being pro-active in celebrating and sharing good practice. Enhancing the quality of learning and teaching. Implementing whole school policies consistently. 	<p>A, I, R</p> <p>A, I, R</p> <p>I, R</p> <p>I, R</p> <p>I, R</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I, R</p> <p>A</p>	<p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p>
Skills & Abilities	<ul style="list-style-type: none"> Communication and influencing skills to have the potential to support staff to raise standards in classrooms and communicate effectively at all levels. Ability to lead an effective team. Values the contribution that students can make to their own learning. 	<p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>

CASTLE PHOENIX TRUST | T: 024 7644 4822 | E: enquiries@castlephoenixtrust.org.uk

INCORPORATING: Caludon Castle School, Hill Farm Primary, Kingsbury School, Foxford School and Richard Lee Primary

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	<ul style="list-style-type: none"> • Able to motivate staff to give their best for young people and each other within the spirit of team work. • Able to lead and support colleagues to work under pressure and meet deadlines. 	A, I, R	E
Qualities	<ul style="list-style-type: none"> • Is flexible, committed and enthusiastic in their approach to the dynamics at the heart of an innovative school environment/culture. • Strives constantly to better themselves as a professional. • Is able to demonstrate commitment to Trust values. • Enthusiastic, innovative, flexible and resilient in pursuit of supporting achievement. • Willingness to engage in challenging conversations with colleagues. • Ensures a welcoming and stimulating environment for all stakeholders. 	I, R I, R A, I A, I, R A, I A, I	E E E E E
Safeguarding	<p>In addition to 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:</p> <ul style="list-style-type: none"> • Motivation to work with children and young people; • Ability to form 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. 	I, R	E E E E
Special Requirements	<p>Good attendance records in line with school's Promoting Health at Work Policy</p> <p>This post is exempt from the provisions of the Rehabilitation of Offend Act 1974. An Enhanced Disclosure and Barring Service Check will be required prior to appointment</p>	I, R	E

References

The interview panel may take the opportunity to follow up any relevant issues arising from references during the interview.

A = Application Form, I = Interviews, R = References.