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**Teacher PERSON SPECIFICATION**

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| **Minimum Essential** | **Desirable/Essential** |
| **Skills /Knowledge** |
| Understanding of relevant policies/codes of practice and awareness of relevant legislation, i.e. equal opportunities, commitment to all policies. Promoting racial equality and for teaching young people about minority ethnic and cultural diversity and for promoting positive attitudes to disability. | Essential |
| Full understanding of national/foundation stage curriculum and other relevant learning programmes/strategies | Essential  |
| Knowledge of delivering the ASDAN and CoPe curriculum | Desirable |
| A good knowledge of the issues facing young people in society today | Essential |
| An awareness of health and safety and child protection issues and how to ensure good practice | Essential |
| Ability to work using own initiative | Essential |
| An ability to set and work to own targets | Essential |
| An ability to plan and implement exciting and imaginative programme of activities playing close attention to learning styles | Essential |
| Ability to self-evaluate learning needs and actively seek learning opportunities | Desirable |
| Ability to relate well to young people and adults | Essential |
| Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these | Essential |
| Effective use of ICT to support learning and other equipment technology | Essential |
| Excellent speaking and listening skills to extend language in discussion | Desirable |
| Can manage the behaviour of young people in a reasonable manner | Essential |
| Has a caring positive attitude towards young peoples welfare | Essential |

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| Has an awareness of young people with special educational needs | Essential |
| Can maintain trust and confidentiality where appropriate | Essential |
| Can assist the school in forming a partnership with parents, other schools and agencies | Essential |
| Excellent practical and organisational skills to contribute to the preparation and management of educational resources | Essential |
| Can complete and maintain young peoples records | Essential |
| **Experience, qualifications, and training (if any)** |
| Qualified Teacher  | Essential  |
| Relevant and recent experience in subject area applied for. Working with young people aged 11- 16 in a formal environment or similar setting. | Essential |
| Using SIMs to produce reports and other recorded information | Desirable |
|  | Essential |
| Training in the relevant learning strategies e.g. literacy  | Desirable  |
| Experience working with or caring for young people of relevant age | Essential  |
| Good numeracy/literacy skills | Essential  |
| **Work related circumstances** |
| Can allocate some contractual time to after school staff meetings when appropriate | Essential  |
| Can allocate some contractual time to the whole of, or part of, staff training days when appropriate | Essential |
| Can maintain personal presentation that sets high standards for the young people | Essential |
| Can work within the spirit of the School Policies to do with Equal Opportunities, Child Protection, Health & Safety, Anti Bullying | Essential |
| Can work on a supply basis across a number of subject areas | Desirable |
| **Personal Qualities** |
| Ability to maintain confidentiality in line of the parameters specified within legal regulations  | Essential  |
| Reliable and committed to work | Essential |
| Punctual | Essential |
| Enthusiastic and self motivated | Essential |
| Empathy with young people | Essential |
| **Special Conditions (Essential):**Appointment is subject to enhanced with checks clearance through the Disclosure and Barring Service and satisfactory references.The work you will be undertaking will involve contact with children and young people, by law this is exempt from the. Rehabilitation of Offenders Act 1974. You are not entitled to withhold information and must declare all convictions, including spent convictions, cautions, reprimands and final warnings. Any information given will be completely confidential and will be considered only in relation to any application or positions to which the Order applies. |