

Person Specification
for the Post of Class Teacher and Head Secondary and Post 16 Department
at Bedelsford School

Please state, **in numerical order**, how you meet the following selection criteria. Candidates will be shortlisted entirely on the basis of the extent to which they meet the criteria in their application form. Please ensure that you address every aspect, in turn, and number them under each heading. All elements are essential unless otherwise stated. Where 'desirable' is stated, only comment if you have the appropriate skills or experience. Please ensure that your supporting statement is **no more than two sides of typed A4**.

AREA	REQUIREMENTS
Qualifications	<ol style="list-style-type: none"> 1) Qualified Teacher Status <ul style="list-style-type: none"> ▪ Additional qualification in the education of children with SEN (desirable)
Teaching Experience	<ol style="list-style-type: none"> 2) Recent experience of excellent teaching of pupils with special educational needs within a school setting.
Professional Skills	<ol style="list-style-type: none"> 3) Proven ability to demonstrate excellent classroom practice. 4) Proven ability in working successfully as part of a staff team 5) Evidence of knowing how to evaluate one's own strengths and weaknesses. 6) Evidence of effective partnership working with parents and carers. <ul style="list-style-type: none"> ▪ Evidence of successful multi-agency working (desirable).
Knowledge	<ol style="list-style-type: none"> 7) Knowledge and experience of current good practice and curriculum developments in special and mainstream education provision. 8) Knowledge of how the National Curriculum Programmes of Study can guide curriculum planning. 9) Knowledge of Engagement scales and new Assessment protocols 10) Knowledge of Accreditation schemes such as OCR, ASDAN and AQA 11) More extensive knowledge of and/or interest in at least one curriculum area. 12) Knowledge of successful practice in teaching pupils with physical disabilities and complex needs 13) Firm commitment to one's own continuing professional development
Leadership, Management and Personal Skills	<p>Proven ability :</p> <ol style="list-style-type: none"> 14) To generate enthusiasm for new ideas in both pupils and staff and inspire others with confidence. 15) And evidence of contribution to the School Development Planning process and having implemented action at least at middle leadership level. 16) Evidence of knowing how to evaluate a school's strengths and weaknesses. 17) Communicate effectively to groups and individuals, both orally and in writing. 18) Demonstrate a flexible approach to a variety of issues and a willingness to actively listen to others. 19) Analyse situations, to prioritise and to help to implement realistic solutions. 20) Provide advice and guidance to parents in a positive and clear manner. 21) Remain calm when working under pressure. 22) Work as part of the Leadership Team showing high levels of commitment.
Philosophy	<ol style="list-style-type: none"> 23) Commitment to the provision of high quality education and pastoral care, including safeguarding, for all pupils. 24) Expectation of high pupil achievement. 25) Evidence of understanding and commitment to equality of opportunity and respect for pupils' individual differences. 26) Commitment to parental partnership in education and developing links between school, home & the community.

