



CAPELLA HOUSE

Person Specification - Senior Teacher

The appointment panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the criteria.

Please use the key below to identify which sources we will be looking at for the evidence that the criteria have been met.

A Application **I** Interview **R** References

	Criteria	Source	Essential (E) or Desirable (D)
Education and Qualifications			
1.	Qualified teacher status	A	E
2.	Specialist qualifications such as a further degree or diploma, specialist training such as Makaton, TEACCH, SCERTS, Team Teach	A	D
Experience			
3	Significant leadership or management experience within a school	A, I	D
4	Experience of working with children/young people with SEND.	A, I	E
5	Experience of teaching in KS2 and/or KS3.	A, I	E
6.	Experience of the planning and delivery of a broad curriculum including the National Curriculum.	A, I	E
7	Significant experience of curriculum leadership and development and assessment processes in line with statutory requirements.	A, I	E

Skills/Abilities/Knowledge			
8	Ability to communicate effectively orally and in writing with pupils, colleagues, parents and governors.	A, I	E
9	Ability to plan, monitor, evaluate and record teaching and learning within the class and with other teams.	A, I	E
10	Proven ability to teach pupils with SEND effectively, enabling individual access to learning and developing strategies to raise pupil performance.	A, I	E
11	Ability to lead the class team and supervise, organise and deploy other members of staff/volunteers and to oversee and monitor the outcomes.	A, I	E
12	Ability to plan and implement the programmes devised with the multi-professional team.	A, I	E
13	Ability to work effectively both as an individual and collaboratively.	A, I	E
14	Ability to use basic ICT effectively (e.g computers, iPad, Chromebooks, digital camera, downloading, photocopier etc) to support learning.	A, I	E
15	Knowledge of effective behaviour management strategies.	A, I	E
16	Knowledge of and commitment to safeguarding and equality.	A, I	E
Personal Qualities			
17	A commitment to gaining the best outcomes for all pupils and promoting the ethos and values of the school.	I	E
18	Able to use own initiative appropriately.	I	E
19	A dynamic and committed approach to completing projects.	I	D

20	Willingness to work in a highly flexible manner in order to support the development of the new school.	A, I	E
21	Able to deal sensitively with people and with the ability to be assertive and firm if necessary.	A, I	E
22	Willingness to actively participate in the wider life of the school.	A, I	D
Additional Contractual Obligations			
23	Commitment to promoting the wellbeing and inclusion of pupils with learning difficulties.	A, I	E
24	Commitment to maintaining confidentiality at all times.	I	E
	See 'Teachers' Pay and Conditions' document.		
	Whilst a good sense of humour is essential it will not be necessary to demonstrate this during the interview process..		