PERSON SPECIFICATION
CLASS TEACHER - THE BRIER SCHOOL

The Brier School

Criteria	Essential	Desirable	Evidence
ATTAINMENTS AND EXPERIENCE			
Qualified Teacher Status	✓		Application
Good honors degree		✓	Application
Special needs qualification		✓	Application
Recent, relevant professional development	✓		Application/Interview
Experience of working in partnership with parents		✓	Application
An interest in SEN education	✓		Interview
Have experience of using a 'Total Communication Approach '		✓	Application/Interview
Successful and relevant teaching experience of pupils with learning difficulties		✓	Application/Interview
Develop the curriculum for pupils with complex needs alongside other members of the department team, taking on board any new statutory requirements.		✓	Application/Interview
SHAPING THE FUTURE			
Knowledge of:			
Local, national and global trends in special education	✓		Interview
Strategically building, communication and implementing a shared vision for a school		✓	Application/Interview
New technologies to improve the quality and effectiveness of special education		✓	Interview
Effective strategies for communicating both within and beyond the school		✓	Interview

LEADING TEACHING AND LEARNING

Knowledge of:			
Strategies for raising achievement and achieving excellence in the school context		✓	Application/Interview
Using research in adopting principles and models of best practice in teaching for learning all pupils		✓	Application/Interview
Successful implementation of effective behaviour management strategies in a school	✓		Application/Interview
Strategies to ensure inclusion, diversity and access across the school	✓		Interview
Team Teach trained		✓	Application/Interview

Knowledge and understanding of:			
The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies)	✓		Interview
Statutory National Curriculum requirements at the appropriate key stage. Including preparation and administration	✓		Application/Interview
Qualifications and accreditations linked to working with SEND pupils		✓	Application/Interview
The monitoring, assessment, recording and reporting of pupils' progress	✓		Application/Interview
The statutory requirements of legislation concerning Equal Opportunities, Health and Safety, SEND and Child Protection.	✓		Application/Interview
The positive links necessary within school and with all its stakeholders	✓		Application/Interview
The Class Teacher should have knowledge and understanding of the links between schools, especially partner schools		✓	Application/Interview
Strategies for developing effective teaching to ensure the entitlement of all pupils	✓		Application/Interview
Using emerging technologies to support teaching and learning	✓		Interview

DEVELOPING SELF AND WORKING WITH OTHERS

Commitment and ability to:			
Share accountable for goals and standards aiming to achieve the school vision	✓		Interview
Manage change, conflict and empower individuals and teams		✓	Application/Interview
Collaborate and network with others within and beyond the school	✓		Application/Interview
Give and receive effective feedback and act to improve personal performance	✓		Application/Interview
Accept support from others including colleagues, governors and external agencies	✓		Interview
Attend training to develop appropriate skills to respond to the needs of pupils.	✓		Interview

MANAGING THE ORGANISATION

Commitment and ability to:			
Apply principles and strategies of school improvement		✓	Application/Interview
Plan and manage projects for implementing change		✓	Application/Interview
Implement good practice in performance management	✓		Application/Interview
Use new and emerging technologies to enhance organizational effectiveness	✓		Application/Interview
Equitably manage staff and resources		✓	Application/Interview
Think creatively to anticipate and solve problems	✓		Application/Interview
Manage the classroom efficiently and effectively on a day-to-day basis	✓		Application/Interview

SECURING ACCOUNTABILITY

Commitment and ability to:			
Abide by educational frameworks, including governance	✓		Interview
Abide by public services policy and accountability frameworks, including self evaluation and multi-agency working	✓		Application/Interview
Apply principles and practice of quality assurance systems, including self-review and evaluation, performance management and stakeholder and community involvement	✓		Application/Interview

Lead the class team effectively and efficiently towards the academic, spiritual, moral, social, emotional and cultural development of all pupils	✓		Interview
Hold other relative staff members to account for pupils learning outcome		✓	Application/Interview
Good attendance record	✓		Application/Reference

STRENGTHENING COMMUNITY

Commitment and ability to:			
Utilise rich and diverse resources within local communities – home, human, physical, business, other schools, other agencies		✓	Application/Interview
Utilise the wider community beyond school and the opportunities it provides for pupils and the school community		✓	Application/Interview

SKILLS

Commitment and ability to:			
Promote the school's aims positively and use effective strategies to monitor motivation and morale	✓		Application/Interview
Develop good interpersonal relationships within a team	✓		Application/Interview
Establish and develop close relationships with parents, governors and the community	✓		Application/Interview
Communicate effectively (both orally and in writing) to a variety of audiences	✓		Application/Interview
Create a happy, challenging and effective learning environment	✓		Application/Interview

PERSONAL CHARACTERISTICS

Commitment and ability to:			
Approachable Committed Empathetic Motivated Organised Patient Resourceful	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓		

Resilient	✓		

SAFEGUARDING CHILDREN: SAFER RECRUITMENT AND SELECTION

In addition to the 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:

- 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 positive attitudes to use of authority and maintaining discipline

The post is subject to an Enhanced Vetting and Barring Check, together with other pre-employment checks.

OTHER

Ability to maintain and further develop the strong bond with all members of the whole school community.