**Key Stage 3 Class Teacher – Person Specification**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential**  **These are qualities without which the Applicant could not be appointed** | **Desirable**  **These are extra qualities which can be used to choose between applicants** | **Method of assessment** |
| **Qualifications** | A good degree from a recognised university, UK or overseas | Qualified Teacher Status | Production of the Applicant’s certificates |
| **Experience** | Teaching at KS2: Year 5 & 6 level/SEND experience at KS3 teaching literacy and numeracy  Working with students who have SEND i.e.:  Autism  Dyslexia  Dyscalculia  SEMH  Phonics knowledge and skills, grammar knowledge and skills, emergent reader knowledge and skills, emergent writer knowledge and skills  Up-to-date knowledge and skills of current literacy and numeracy practices | Some experience teaching KS3 in a recognised school. GCSE teaching to A level or equivalent  Attendance at regular Development Day training meetings  Familiarity with examination board specifications AQA of particular interest | Contents of the Application Form  Interview  Professional references |
| **Skills** | Effective communication skills with both staff and students  Correct spoken and written English with ability to teach analytical/critical appreciation and essay writing  IT literate  Proven organisational skills  The ability to show initiative within the framework of a strong and supportive team  An outstanding performer in the classroom inspiring students to achieve | A commitment to becoming involved in extracurricular activities of the school  A clean driving licence  A minibus license or the willingness to obtain one | Contents of the Application Form  Interview, demonstration lesson  Professional reference |
| **Knowledge** | An understanding of the UK educational system  Excellent subject knowledge and ability to plan and deliver the curriculum to other members of staff | An awareness of the statutory requirements of Health and Safety | Contents of the Application Form  Interview  Professional references |
| **Personal competencies and qualities** | The motivation to work with children and young people  The ability to form and maintain appropriate relationships and personal boundaries with children and young people  A positive attitude to the use of a person-centred approach to maintain discipline, enthusiasm, stamina and good health  A willingness to organise, take part in and support educational visits | A good sense of humour  A calm manner  A perceptive understanding of teenagers and their ‘needs’ and ‘expectations’  A flexible approach to teaching and a willingness to learn  A passion that supports the voice of the child  A firm, fair and understanding approach in all matters | Contents of the Application Form  Interview  Professional references |