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

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|  | **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.:AutismDyslexiaDyscalculiaSEMHPhonics knowledge and skills, grammar knowledge and skills, emergent reader knowledge and skills, emergent writer knowledge and skillsUp-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 equivalentAttendance at regular Development Day training meetings Familiarity with examination board specifications AQA of particular interest | Contents of the Application FormInterviewProfessional references |
| **Skills** | Effective communication skills with both staff and studentsCorrect spoken and written English with ability to teach analytical/critical appreciation and essay writingIT literateProven organisational skillsThe ability to show initiative within the framework of a strong and supportive teamAn outstanding performer in the classroom inspiring students to achieve | A commitment to becoming involved in extracurricular activities of the schoolA clean driving licenceA minibus license or the willingness to obtain one | Contents of the Application FormInterview, demonstration lessonProfessional 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 FormInterviewProfessional references |
| **Personal competencies and qualities** | The motivation to work with children and young peopleThe ability to form and maintain appropriate relationships and personal boundaries with children and young peopleA positive attitude to the use of a person-centred approach to maintain discipline, enthusiasm, stamina and good healthA willingness to organise, take part in and support educational visits | A good sense of humourA calm mannerA perceptive understanding of teenagers and their ‘needs’ and ‘expectations’A flexible approach to teaching and a willingness to learnA passion that supports the voice of the childA firm, fair and understanding approach in all matters | Contents of the Application FormInterviewProfessional references |