**Westfield Arts College**

**Person Specification – Teacher**

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| **Criteria** | **Essential** | **Desirable** |
| **Qualifications** | * Degree or equivalent * Qualified Teacher status |  |
| **Experience** | * Experience of teaching children who have SEND * Experience of teaching Science and Maths * Participation in recent professional development relating to the role |  |
| **Professional knowledge and understanding** | * Knowledge of strategies for improving and sustaining high standards of teaching, learning and achievement for all pupils * Knowledge of the various needs of pupils and how this impacts on their learning and development * Evidence of successful classroom practice * The promotion of pupils’ moral, social, cultural, intellectual and physical development through teaching the subject * Knowledge of the statutory curriculum requirements and the requirements for assessing, recording and reporting pupils’ attainment and progress * Secure understanding of safeguarding protocols and practice * Awareness of the implications of the code of practice for special educational needs for teaching and learning | * Understanding of systems relating to SEND e.g. EHCPs, IEPs, Annual Reviews and care plans |
| **Professional Skills** | * The ability to manage within a department and work effectively within a large team * The ability to lead and manage teaching assistants within a class team * Excellent communication skills and the ability to use them effectively with a range of parents, carers and professionals * The ability to plan and deliver effective lessons which allow access to the curriculum for all pupils * Good organisational skills and the ability to effectively plan the use of time and resources to meet the diverse needs of learners * The ability to use a range of strategies to promote positive behaviour * The ability to use IT effectively in teaching * The ability to take initiative and support others |  |
| **Personal qualities** | * Enthusiasm, commitment and resilience * A commitment to further developing subject provision and opportunities for pupils * A commitment to promoting positive attitudes and values, especially regarding SEN * A commitment to further professional development to impact on pupil learning and progress * An ability to respond positively to change | |