**Westfield Arts College**

**Person Specification – Teacher**

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| **Criteria** | **Essential** | **Desirable** |
| **Qualifications**  | * Degree or equivalent
* Qualified Teacher status
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| **Experience**  | * Experience of teaching children who have SEND
* Experience of teaching Science and Maths
* Participation in recent professional development relating to the role
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| **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
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| **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
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| **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
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