

TEACHER SPECIFICATION

	ESSENTIAL	DESIRABLE	Assessment
Qualifications and training	Qualified Teacher Status or HTLA qualification	Evidence of recent and relevant continuing professional development and study	A / I / R
	Degree in subject specialism (for QTS)	Able to offer other learning experiences	A / I / R
		Physical Intervention strategies training e.g. Proact SCIP UK	I
Experience	An excellent classroom teaching lead , achieving the Teachers Standards, with evidence of impact on raising achievement and adding value both socially and academically	Experience of sharing good practice with other colleagues	A / I / R
	Willingness to work with vulnerable children, using Relational and Restorative Practice to support positive behaviour, mental health and SEND across the school	Deeper knowledge of Relational and Restorative approaches; conflict resolution; good practice working with students with a variety of SEND needs	A/I
	Knowledge and understanding of current developments in teaching and learning in the secondary sector	Having a good knowledge and understanding of SEN	A / I
	Evidence of working with other professionals as part of a team; planning work	Experience of developing and implementing strategies across the school	A / I / R
	Experience of using ICT in innovative ways to support and enhance learning		A / I
	Ability to use information and data effectively to plan individual learning and raise achievement across the school		A / I
	Ability to identify and implement effective strategies for intervention		A / I
Professional Qualities	Evidence of the ability to lead and manage both staff and students independently	Prior experience of leading small teaching units	A/I
	Strong organisation and time management skills and the ability to prioritise effectively		I
	Strong ICT skills		A / I
	Ability to work effectively and calmly under pressure		I
	Evidence of ability to build positive relationships with children and young people		A / I / R
	Adaptable and flexible with excellent interpersonal skills, stamina and resistance		I
	Demonstrate professionalism, integrity and loyalty		I / R
	Ability to lead by example		I / R
	Excellent communications skills in all forms of media		A / I / R
	A commitment to the school's mission values and vision		A / I