

## Carew Academy Class and Subject Teacher

### Person Specification

On your application form please state how you meet the following selection criteria. Candidates will be short listed entirely based on the extent to which they meet the criteria in their application form.

Please ensure that you address every aspect. All elements are essential unless otherwise stated. Where 'desirable' is stated, only comment if you have the appropriate skills or experience. Desirable criteria may be gained after employment with the academy. Please ensure that your supporting statement is **no more than two sides of typed A4, Arial size 12.**

AREA	REQUIREMENTS
<b>Qualifications</b>	1) Qualified Teacher Status (or QTS/QTLS anticipated). 2) A good degree, 2.1 or above.
<b>Teaching Experience</b>	3) Recent successful experience of working with and/or teaching pupils with special educational needs within any school setting.
<b>Professional Skills</b>	4) Proven ability to demonstrate excellent classroom practice. 5) Proven ability in working successfully as part of a staff team. 6) Evidence of knowing how to evaluate one's own strengths and weaknesses. 7) Evidence of effective partnership working with parents and carers. <ul style="list-style-type: none"> <li>▪ Evidence of successful multi-agency working (<b>Desirable</b>).</li> </ul>
<b>Knowledge</b>	8) Knowledge and experience of current good practice and curriculum developments in special <b>and</b> mainstream education provision. 9) Knowledge of how to develop appropriate schemes of work to support student progress. 10) Knowledge of child development. 11) More extensive knowledge of and/or interest in at least one curriculum area. 12) Firm commitment to one's own continuing professional development. <ul style="list-style-type: none"> <li>• Knowledge of successful practice in teaching pupils on the autistic spectrum (<b>Desirable</b>).</li> </ul>
<b>Personal Skills</b>	Proven ability to: 13) Generate enthusiasm for new ideas in both pupils and staff and inspire others with confidence. 14) Communicate effectively to groups and individuals, both orally and in writing. 15) Demonstrate a flexible approach to a variety of issues and a willingness to actively listen to others. 16) Analyse situations, to prioritise and to help to implement realistic solutions. 17) Provide advice and guidance to parents in a positive and clear manner. 18) Remain calm when working under pressure and particularly when dealing with pupils who are exhibiting challenging behaviour.

<b>Philosophy</b>	<ul style="list-style-type: none"><li>19) Commitment to the provision of high-quality education and pastoral care for all pupils.</li><li>20) Expectation of high pupil achievement.</li><li>21) Commitment to the safeguarding of children and young people.</li><li>22) Evidence of understanding and commitment to equality of opportunity and respect for pupils' individual differences.</li><li>23) Commitment to family partnership in education and developing links between school, home and the community.</li></ul>
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