

# PERSON SPECIFICATION

|                      |                              |                 |                |
|----------------------|------------------------------|-----------------|----------------|
| <b>Job Title:</b>    | Teacher - English            | <b>Job Ref:</b> |                |
| <b>Job Location:</b> | Christchurch Learning Centre | <b>Grade:</b>   | MPS/ UPS. 1SEN |

| CRITERIA                                         | EVIDENCE         |
|--------------------------------------------------|------------------|
| <b>EDUCATION AND PROFESSIONAL QUALIFICATIONS</b> | <b>(See Key)</b> |

## Essential

- |                                                                                          |                                           |
|------------------------------------------------------------------------------------------|-------------------------------------------|
| 1. Qualified Teacher status                                                              |                                           |
| 2. Successful completion of induction/probation/NQT year in a mainstream school          |                                           |
| 3. Subject specific qualifications                                                       |                                           |
| 4. Working knowledge and understanding of Safeguarding and Child Protection expectations | Application, Qualification certification. |

## Desirable

5. SEN/BESD experience

## KNOWLEDGE

### Essential

- |                                                                     |                        |
|---------------------------------------------------------------------|------------------------|
| 6. Working knowledge of the National Curriculum and pending changes |                        |
| 7. Knowledge of KS3 & 4 accreditation routes and requirements       |                        |
| 8. Working knowledge of assessment and tracking pupil progress      | Application, Reference |

### Desirable

9. Knowledge and experience of working with pupils with learning difficulties  
 10. Knowledge and experience of working with pupils with behaviour difficulties

## EXPERIENCE

### Essential

- |                                                |                        |
|------------------------------------------------|------------------------|
| 11. Effective classroom management             |                        |
| 12. Effective behaviour management             |                        |
| 13. Working successfully as a member of a team |                        |
| 14. Ability to work flexibly and creatively    |                        |
| 15. Engaging pupils with SEN                   | Application, Reference |

### Desirable

16. Pastoral role and responsibilities  
 17. Multi-agency working

#### Evidence method for criteria

1. Application Form   2. Sight of Certificates   3. Testing   4. Interview   5. References

## KEY SKILLS

### Essential

- 18. Effective time management
- 19. Ability to differentiate across a broad range of needs
- 20. Create, develop and review appropriate policy and procedure
- 21. Effective communication skills

Application,  
Reference

### Desirable

- 22. Teach outside of subject specific qualification

## OTHER FACTORS

### Essential

Identity checks

- 23. Full Driving Licence and appropriate insurance

### Desirable

- 24.

**Person Specification prepared by:**

P. Gavin

**Designation:**

Headteacher

**Date:**

16.03.26

### Evidence method for criteria

1. Application Form   2. Sight of Certificates   3. Testing   4. Interview   5. References