

**BROOMFIELD SOUTH SILC  
CLASSROOM TEACHER  
PERSON SPECIFICATION**

**Key:**  
**App** – Application Form  
**Ref** – Reference  
**SP** – Selection process. This could include a range of exercises, including an interview.

<b>KNOWLEDGE AND SKILLS</b>		
<b>Applicants should demonstrate their knowledge and understanding of:</b>		
Statutory education frameworks	Essential	App/SP
Creativity and innovation in the classroom	Essential	App/SP/Ref
New technologies, their use and impact	Essential	App/Ref
Strategies for communication to make an impact	Essential	App/SP/Ref
Strategies for raising achievement and achieving excellence	Essential	App/SP/Ref
Planning for progression and effective use of resources	Essential	App/SP/Ref
Models of learning for pupils with special needs	Essential	App/SP
Strategies for managing the learning for pupils		
Strategies for managing the learning for pupils with Autistic Spectrum Condition	Desirable	App/SP
Models of effective, motivational learning and teaching	Essential	App/SP/Ref
Models and strategies for effective behaviour management	Essential	App/SP/Ref
Strategies for ensuring inclusion, diversity and access	Essential	App/SP
Personalised learning and differentiation	Essential	App/SP/Ref
Subject Specialism and development across school	Desirable	App/SP
Knowledge of appropriate attainment schemes	Essential	App/SP
The Statement and Annual Review process	Desirable	App/SP
Strategies to promote individual, team and organisation development	Essential	App/SP/Ref
Strategies to promote a positive contribution to society and economic well being	Desirable	App/SP
Statutory requirements relating to pupil welfare, safeguarding and child protection,	Essential	App/SP/Ref
Statutory requirements relating to equal opportunities, race relations, and disability	Essential	App/SP/Ref
Use of appropriate assessment, recording and reporting procedures and tracking progress to improve outcomes for pupils.	Essential	SP/App/Ref
Access to the wider curriculum, beyond school and the opportunities it provides for pupils and the school community	Desirable	App/SP
Working within a multi- agency framework and develop opportunities for collaboration	Desirable	App/SP
Strategies which encourage parents and carers to support their children's learning and involvement in school.	Desirable	App/SP

<b>QUALIFICATIONS</b>		
Qualified Teacher Status	Essential	App/ checking at interview
Any additional qualifications relevant to the post	Desirable	App
Evidence of Continuing Professional Development	Essential	App
<b>PROFESSIONAL QUALITIES</b>		
<b>Self Awareness</b> Emotional self-awareness Self-confidence Open to change Be reflective	Essential	SP
<b>Social Awareness</b> Social intelligence Service orientation Demonstrate a clear moral purpose Passionate about inclusive education	Essential	SP
<b>Self Management</b> Emotional self control Transparency Adaptability Well Organised Initiative Optimism Prioritise and stay focused	Essential	SP
<b>Relationship Management</b> Develop and manage others Conflict management Team work and collaboration Be flexible and willing to accept advice Delegate effectively	Essential	SP
<b>SPECIAL WORKING CONDITIONS</b>		
Agreement to the Governing Body undertaking an Enhanced Disclosure & Barring Service disclosure	Essential	SP
To attend any training as deemed appropriate by the Governing Body	Essential	SP
Manual Handling user service	Essential	SP
The SILC operates a no smoking policy	Essential	SP

**“This school is committed to safeguarding and promoting the welfare of all children,  
and expects our staff and volunteers to share this commitment”**

**Appointments will be subject to a satisfactory enhanced DBS Disclosure**