

LANCASTER SCHOOL
GENERAL CLASS TEACHER - PERSON SPECIFICATION



LANCASTER
SCHOOL

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Degree • QTS 	<ul style="list-style-type: none"> • SEN related qualifications
Experience	<ul style="list-style-type: none"> • Consistently judged as a good teacher • 	
Strategic direction and development of the school	<ul style="list-style-type: none"> • Ability to lead by example • Ability to formulate, monitor, evaluate and review plans and policies 	
Learning and Teaching	<ul style="list-style-type: none"> • Understanding of the principles of effective learning for students with SLD and PMLD and an ability to promote a culture of learning throughout the school • Ability to monitor, assess, evaluate and improve the quality of learning and teaching through basic principles of behaviour for learning • Ability to support personal social, cultural and spiritual development of students • Ability to support profoundly personalised learning 	<ul style="list-style-type: none"> • Understanding of the principles of good curriculum provision • Understanding of the role of assessment in learning
Student Support	<ul style="list-style-type: none"> • Ability to form and maintain appropriate relationships and personal boundaries with students and families to support learning • Ability to work collaboratively with 	<ul style="list-style-type: none"> • Emotional intelligence and resilience when working with students offering challenging behaviours

	<p>external partners to ensure the holistic development of the students</p> <ul style="list-style-type: none"> • 	
Ethos and Inclusion	<ul style="list-style-type: none"> • Understanding of the factors that create barriers to learning and an ability to implement appropriate strategies for reducing inequalities and promoting social inclusion 	<ul style="list-style-type: none"> • Ability to support the headteacher in creating and maintaining an ethos of positive behaviour and discipline • Knowledge of child protection and safeguarding
Leading and managing staff	<ul style="list-style-type: none"> • Ability to support colleagues • Well developed interpersonal skills • Excellent communication skills (written, oral, ICT, presentation) • Commitment to lifelong learning for self and others in the school and larger community • Ability to demonstrate a passion for learning and relentless aspirations for young people 	<ul style="list-style-type: none"> • Ability to work closely with and support the Headteacher in achieving the school's aims • Ability to work closely with and support the headteacher and others within the school community
Accountability	<ul style="list-style-type: none"> • Ability to take responsibility for self and be accountable for own actions 	
Generic	<ul style="list-style-type: none"> • Innovative and creative • Honest and trustworthy • Have a lively mind and a passion for learning • Show initiative and common sense • Good attendance and punctuality • Good sense of humour • Ability to manage stress appropriately 	