



Central Learning Partnership Trust

PERSONAL SPECIFICATION

Class Teacher / Leader

RESPONSIBLE TO:

SALARY SCALE: Teachers main pay scale + 1 SEN point

WORKING HOURS: 32.44 per week – as directed by Headteacher

LOCATION: Westcroft School

Specification	Essential	Desirable	Measured by
Education and Qualifications	Diploma/Degree in Education; Full GTC Registration	Evidence of management training; Evidence of ongoing professional development	Application Form; References
Experience and Knowledge	Variety of teaching experience with children with SEND; Effective classroom practitioner; Evidence of working with parents; Evidence of commitment to rising standards and promoting effective learning and teaching;	Experience of working with pupils with learning difficulties; Experience in promoting the capacity for continuous improvements; Demonstrate a commitment to education vision and values; Knowledge and understanding of current key educational initiatives e.g.: SEND code of practice; Experience of positive behaviour management strategies;	References; Interview; Application Form
Skills and Abilities	Is able to be innovative and co-ordinate developments; Evidence of effective oral and written communication skills; Evidence of effective time and resource management; Commitment to the promotion of professional development of self and all staff, both teaching and non-teaching; Demonstrate a commitment to the policy and practicalities of inclusion;	Experience of the use of information and communication technology (ICT) in the classroom and for management	References; Interview; Application Form

Training	Experience in monitoring learning and teaching; Experience in leading appropriate in-service and collegiate activities	Evidence of managing the development of whole school policies through working groups; Ability to manage change effectively	References; Interview; Application Form
Attributes and Attitudes	Must be able to cope with the demands of the job; Excellent attendance; Positive disposition; Ability to motivate colleagues and promote successful teamwork; Establish positive rapport and relationship with staff, pupils and parents; Communicate and liaise effectively and sensitively with staff and parents; Ability to promote and develop a positive school ethos	Evidence of ability to negotiate and handle conflict	References Interview; Application Form
Equality, diversity and inclusion			
Safeguarding	Successful candidate will be subject to: Right to work in the UK check; Evidence of a commitment to promoting the welfare and safeguarding of children and young people		Interview; Application Form; Evidence of Right to Work in the UK

- **Additionally for Upper Pay Spine Teachers**

Teacher Standards:	Highly competent in all elements of the teacher standards
Pupil Outcomes:	Significant impact on pupil progress across the ability and age ranges taught
Teaching Quality:	Typically outstanding (OFSTED criteria)
Pupil Development:	Demonstrated capacity to fully engage all students in learning activities
Competence:	Highly competent means performance which is not only good but is good enough to provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice and how to make a wider contribution to the work of the school in order to help them meet the relevant standards and develop their teaching practice
Substantial:	Substantial means of real importance, validity and value to the school; provide a role model for teaching and learning; make a distinctive contribution to the raising of pupil standards; take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning and achievement

Sustained:	Sustained means maintained the above continuously over a period of at least 2 years
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The post holder will be required to complete an enhanced Disclosure Barring Service (DBS) Check with appropriate barred list checks, or the equivalent, and must be eligible to work in the UK.

CLPT is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All staff are expected to be committed to the Equal Opportunities Policy.