

ASCENT ACADEMIES' TRUST – Ash Trees Academy
PERSON SPECIFICATION – Class Teacher

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Qualifications & Education	E1	Qualified Teacher Status (QTS) or Qualified Teacher Learning and Skills (QTLS) status or NQT when taking up post	Application Certificate	D1	Relevant SEN degree or equivalent, with teaching experience in a special school or special academy	Application Certificate
Experience & Knowledge	E2	Experience of working with pupils with learning difficulties inc pupils with challenging behaviour	Application Reference Interview	D2	Qualified class teaching experience in a primary / EYFS provision	Application Reference Interview
	E3	Knowledge and experience of recording and assessment tools used to track pupil progress	Application Reference Interview	D3	Experience and knowledge of teaching pupils with autism	Application Reference Interview
Excellent Teacher	E4	Experience, understanding & demonstrating knowledge of child development, the pedagogy and curriculum, where appropriate for role	Application Interview	D4	Experience of working with a multi-disciplinary team	Application Reference Interview
	E5	Experience of working successfully and co-operatively as a member of a team in a school/ academy	Application Reference Interview			
	E6	Evidence of commitment to raising achievement	Application Reference Interview			
Professional Development	E7	Attendance at recent and relevant training	Application Reference Interview			
Skills	E8	Ability to lead a team of teaching assistants during lessons	Application Reference Interview			
	E9	Ability to communicate effectively and to a high standard both orally and in writing to a wide range of audiences, including parents	Application Reference Interview			
	E10	IT Literate, capable of using ICT for all academy based needs	Application Reference Interview			

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Personal Attributes	E11	A committed, enthusiastic and hard working disposition	Reference Interview	D5	Flexibility and adaptability in order to be able to work across age ranges and to mix and work with a wide range of people	Application Reference Interview
	E12	A caring and sensitive attitude towards pupils and parents	Reference Interview			
	E13	High expectations of pupils' achievements	Reference Interview			
	E14	Suitability to work with children	Application Interview Disclosure			
	E15	Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community	Application Reference Interview			
Special Requirements	E16	Satisfactory Enhanced DBS Disclosure	Application Interview Disclosure			