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| **HAYBROOK COLLEGE TRUST** |
| **Person Specification** | **PRIMARY TEACHER** |

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| **Key**  | **E= (Essential) D= (Desirable) A= (Application Form) I= (Interview process)** |
| **Qualifications** | **E** | **D** | **A** | **I** |
| 1 | Teaching qualification in the subject(s) to be taught or extensive experience working with pupils in the specified age range. | ✓ |  | ✓ |  |
| 2 | Valid UK Driving Licence  |  | ✓ | ✓ |  |
| 3 | Evidence of recent training/professional development in working with pupils with challenging behaviour | ✓ |  | ✓ |  |
| 4 | A commitment to continuous professional development | ✓ |  | ✓ | ✓ |
| **Successful Experience** | **E** | **D** | **A** | **I** |
| 5 | In either a special school or in a mainstream setting, of successfully managing the learning of pupils with challenging behaviour. | ✓ |  | ✓ | ✓ |
| 6 | Experience of working across Key Stages |  | ✓ | ✓ |  |
| 7 | Of working with pupils with complex emotional needs. | ✓ |  | ✓ |  |
| 8 | Of writing reports and analysing pupil performance through data. |  | ✓ | ✓ | ✓ |
| **Knowledge and Understanding****Able to evidence and apply up to date secure knowledge and understanding of:** | **E** | **D** | **A** | **I** |
| 9 | Effective strategies for working with pupils with challenging behaviour | ✓ |  |  | ✓ |
| 10 | A commitment to Equal Opportunities | ✓ |  | ✓ |  |
| 11 | Child Protection laws and procedures | ✓ |  | ✓ | ✓ |
| 13 | UK Education System | ✓ |  | ✓ |  |
| **Skills** | **E** | **D** | **A** | **I** |
| 14 | Organise time effectively and work independently as well as part of a team | ✓ |  | ✓ |  |
| 15 | Organise and manage staff effectively | ✓ |  |  | ✓ |
| 16 | Monitor and evaluate staff | ✓ |  |  | ✓ |
| 17 | Communicate effectively | ✓ |  | ✓ | ✓ |
| 18 | Work sensitively with partners and stakeholders including schools | ✓ |  | ✓ | ✓ |
| 19 | Develop and maintain positive relationships at all levels | ✓ | ✓ |  |  |
| 20 | Ability to plan, organise and to creatively deliver the National Curriculum from Early Years Foundation Stage to Key Stage 2 | ✓ |  | ✓ | ✓ |
| 21 | Ability to plan and deliver high quality lessons to groups of pupils with challenging behaviour | ✓ |  | ✓ | ✓ |
| 22 | Ability to work effectively with the staff team in relation to their professional development |  | ✓ | ✓ |  |
| 23 | Ability to work flexibly in the context of a small staff team | ✓ |  | ✓ |  |
| 24 | Ability to maintain a positive attitude to pupils with a history of challenging behaviour in school | ✓ |  | ✓ | ✓ |
| **Personal Attributes****Able to demonstrate evidence of:** | **E** | **D** | **A** | **I** |
| 25 | Consistently demonstrate the behaviours expected by virtue of being a person in a position of trust | ✓ |  | ✓ | ✓ |
| 26 | Reliability and integrity | ✓ |  |  | ✓ |
| 27 | Committed to maintaining health work life balance for oneself and that of others | ✓ |  |  | ✓ |
| 28 | A genuine concern to secure the educational progress of pupils irrespective of their background or ethnicity | ✓ |  | ✓ |  |
| 29 | Suitable to work with children | ✓ |  | ✓ | ✓ |