

# Glebe School

An ambitious, inspirational trust, providing outstanding learning and support

## PERSON SPECIFICATION

### Provision Teacher Outer London MPS/ UPS + SEN point

CRITERIA	Essential/ Desirable		Assessed by: Application Form /Interview	
	E	D	AF	I

EDUCATION AND QUALIFICATIONS	E	D	AF	I
A good honours degree or equivalent	✓		✓	
Qualified Teacher Status (QTS) or equivalent	✓		✓	
Evidence of recent and relevant training and development	✓		✓	
Record of continuous professional development		✓	✓	

PROFESSIONAL KNOWLEDGE, SKILLS AND ABILITIES	E	D	AF	I
Evidence of high expectations which inspire, motivate and challenge every student	✓		✓	✓
Evidence of excellent teaching resulting in outstanding student outcomes	✓		✓	✓
In-depth knowledge and understanding of SEND and wider educational agenda including current national policies and educational issues		✓	✓	✓
Demonstration of in-depth subject and curriculum knowledge	✓		✓	✓
Ability to teach all aspects of English & Maths across a range of abilities	✓		✓	✓
Experience of teaching across a range of Key Stages	✓		✓	✓
Knowledge and experience of Child Protection, Safer Recruitment and Safeguarding procedures; demonstrating suitability to work with children	✓		✓	✓
Consistently plan and deliver well-structured lessons that enable all learners to make good progress	✓		✓	✓
Confident in the use of IT to support learning	✓		✓	✓

Experience with sensory support		✓	✓	✓
Experience using Makaton		✓	✓	
Experience of teaching National Curriculum and/or vocational courses and especially BTEC would be desirable but motivation to work in Provision is essential	✓		✓	✓
Knowledge of academic pathways, study programmes, Further Education courses and qualifications. Experience providing guidance on these to Sixth Form and Key Stage 4 students	✓		✓	✓
Be articulate and approachable with excellent interpersonal communication skills both verbally and in writing	✓		✓	✓
Ability to form excellent working relationships with staff, students, parents, Trustees and external partners	✓			✓
A commitment to and evidence of promoting inclusion, diversity and equal opportunities within the curriculum	✓		✓	✓
Proven ability to plan strategically with the expertise to deliver and to communicate compellingly the school's vision	✓		✓	✓
Be a visible high profile role model with a professional approach that demands excellence, confidence, trust and respect of the Trust and wider community	✓			✓

<b>STUDENTS AND STAFF</b>	<b>E</b>	<b>D</b>	<b>AF</b>	<b>I</b>
A passion for outstanding teaching coupled with the ability to lead and motivate colleagues to improve classroom effectiveness and raise achievement	✓		✓	✓
Successful experience of positive behaviour management and developing a safe, student focused, inclusive and effective learning environment so that behaviour and attendance are outstanding	✓		✓	✓
Successful experience of curriculum development for students with SEND along with an understanding of the issues associated with choice and flexibility needed to meet the personalised agenda from year 7 through to the Sixth form	✓		✓	✓
Knowledge and understanding of the varying needs and abilities of students with SEND, particularly those on the Autistic Spectrum		✓	✓	✓
A passion and commitment to providing a holistic approach to student development	✓		✓	✓
Successful experience of the implementation of effective assessment procedures and an understanding of assessment for learning needs of students	✓		✓	✓
Evidence of achieving a safe, secure and healthy school environment	✓		✓	✓

Willingness to be involved in the wider life of the school community	✓		✓	✓
Demonstrate the importance of a work life balance	✓		✓	✓