



# Blatchington Mill School and Sixth Form College

## Person Specification

<b>Qualifications / Development</b>	<b>Essential</b>	<b>Desirable</b>
QTS	✓	
Graduate	✓	
SENCo qualification	✓	
Further Professional Qualifications		✓
Evidence of appropriate Professional Development	✓	
Evidence of relevant training	✓	

<b>Knowledge / Skills</b>	<b>Essential</b>	<b>Desirable</b>
Evidence of being a highly effective classroom practitioner	✓	
Use and impact of data on learning within your area of influence	✓	
Ability to implement strategies to raise achievement within a team	✓	
Ability to contribute to the positive management of student behaviour	✓	
CPD of self and others	✓	
Ability to inspire both adults and young people	✓	
Excellent communicator	✓	
Confident user of technology and leading others	✓	
Knowledge of SEND systems, approaches, and best practice	✓	

<b>Experience</b>	<b>Essential</b>	<b>Desirable</b>
Track record of excellent student progress	✓	
Effective team membership/leadership	✓	
Experience of self-evaluation and action planning	✓	
Experience of effective leadership of student behaviour for learning	✓	

<b>Personal Qualities</b>	<b>Essential</b>	<b>Desirable</b>
To have a love of and infectious enthusiasm for teaching	✓	
Lead by example	✓	
Highly organised	✓	
Analytical approach	✓	
Perseverance and resilience	✓	
Meet deadlines and manage a fluctuating workload	✓	
Honesty and integrity	✓	
Work actively and productively as part of a team	✓	

Outstanding interpersonal skills and the ability to relate well to a wide range of people	✓	
Strategic thinker	✓	
Ability to support and challenge others	✓	
High personal standards	✓	
A determination for self and others to be the best you can	✓	

<b><i>Equalities and Safer Recruitment</i></b>	<b><i>Essential</i></b>	<b><i>Desirable</i></b>
Ability to demonstrate a commitment to the principles of Equalities and to be able to carry out duties in accordance with the School's Equalities Policy.	✓	
Ability to demonstrate an understanding of the importance of forming and maintaining appropriate relationships and personal boundaries with children and young people.	✓	
Ability to demonstrate emotional resilience in working with challenging behaviours	✓	