



Person Specification

Post: Lead Teacher of English
Location: Ida Darwin, Fulbourn, Cambridge.

The following criteria are appropriate for this post. You must meet the essential criteria in order to be shortlisted for the post and it would be advantageous if you meet the desirable criteria.

Education, Qualifications & Training

Essential	Desirable
Good honours degree	Training in Special Needs Education
PGCE or recognised teaching qualification	Higher level qualification in educational field
	Training in mental health in young people

Experience & Knowledge

Essential	Desirable
Experienced English teacher with a track record of outstanding practise.	Particular expertise of working in alternative education provision for example, medical needs or emotional and behavioural difficulties provision
Ability to work with 12-18 year olds with mental health difficulties	Knowledge of a range of issues relating to education of pupils with mental health difficulties, particularly understanding of Attachment Theory
Experience of assessment for learning strategies to support teaching and learning within the classroom	The ability to work within a multi-disciplinary team
Ability to self-evaluate and formulate strategies to implement and maintain outstanding teaching and learning	Experience in leading curriculum design
	Experience in leading whole school literacy

Skills & Attributes

Essential	Desirable
Good observation and listening skills	
Ability to empathise, support and encourage pupils with mental health difficulties	
Ability to respond flexibly to a range of problems	
Ability to monitor pupils progress and keep accurate records	
Ability to write accurate assessment reports as part of the monitoring of the pupils for the multi-disciplinary team meetings	
Self-motivation	
Ability to understand the importance of continuing education and reintegration	

High level of ICT skills to monitor and record pupil data collection	
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Professional Qualities

Essential	Desirable
An excellent communicator who is able to work effectively with pupils, parents, colleagues, members of the NHS multi-disciplinary team and outside agencies	
Good or outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate pupils	
Ability to establish productive working relationships and work well in a team	
Commitment to equality of opportunity and high aspirations for the achievement of all pupils	
Evidence of commitment to the safeguarding of all young people	
A personal commitment to the continuing development of teaching skills in order to have a positive impact on pupil outcomes	

Personal Qualities

Essential	Desirable
Maintenance of strict confidentiality at all times	
Completion of full health check as required by hospital	
Enthusiasm, energy and personal dynamism	
Approachable, friendly and patient	
Good sense of humour	
Able to prioritise and meet deadlines	
High level of integrity, honesty and fairness	
Demonstrates personal enthusiasm for the learning process	

Other

Essential	Desirable
Clean driving licence	

Pilgrim Pathways School Management Committee is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced Disclosure and Barring Service check (DBS) will be carried out on all successful candidates.