

EMPLOYEE SPECIFICATION

When filling in the application form, please demonstrate with clear, concise examples how you meet the requirements of the post. You will be assessed in relation to the Essential and Desirable criteria. Please bear in mind that you must possess the essential criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post, then all of the criteria will be used for shortlisting. Under the Disability Discrimination Act (DDA), we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the DDA we are committed to making reasonable adjustments wherever possible and it would help us to know your needs in order to do this.

Post: Lead Teacher TLR2	Site: Springwell Harrogate	Responsible to: Head of Centre
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Criteria No.	Attributes	Criteria	How Identified	Rank
1	Relevant Experience	Experience of planning and delivering GCSE and/or other L2 accreditation in appropriate subject.	Application Form / Interview	Essential
2		Experience of teaching vulnerable pupils with social, emotional and mental health (SEMH) difficulties / pupils in alternative setting	Application Form / Interview	Desirable

3		Experience of working effectively within a multidisciplinary assessment and/or support context for vulnerable young people.	Application Form / Interview	Essential
4	Education and Training Attainments	Qualified teacher status/QTLS in required areas.	Application Form / Interview	Essential
5		A-Level and relevant Subject content at degree level preferred.	Application Form / Interview	Desirable
6	General and Special Knowledge	An understanding of current approaches to the support of young people with social emotional and mental health difficulties.	Application Form / Interview	Desirable
7		Knowledge of legislation as it applies to pupils with SEN / SEMH.	Application Form / Interview	Desirable
8		An understanding of potential barriers which may face young people with SEN/SEMH and those at risk of offending in accessing education.	Application Form / Interview	Essential
9	Skills and Abilities	Interpersonal skills which facilitate positive professional relationships	Application Form / Interview	Essential

		with young people and multi-disciplinary teams.		
10	Leadership	<p>Experience of outstanding leadership.</p> <p>Proven ability to make a positive impact in leading a subject or area beyond own class and successfully developing staff through leading in serve training.</p> <p>Proven record of raising standards for all pupils, including underachieving pupils.</p>	<p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application form/Interview</p>	<p>Essential</p> <p>Desirable</p> <p>Desirable</p>
11 12 13	Additional Factors	<p>Good oral and written communication skills.</p> <p>Ability to work effectively as a team member.</p> <p>Highly organised.</p>	<p>Application Form / Interview</p> <p>Application Form / Interview</p> <p>Application Form / Interview</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p>