



Classroom Instructor: Person Specification

Criteria		Evidence	Scoring Method
Qualifications and Experience	Educated to A-Level standard (or equivalent) with the addition of a minimum of level 2 equivalent qualifications in Literacy and Numeracy	A	Pass/Fail
	A degree in a relevant subject area is desirable	A	Pass/Fail
	Previous experience of working with vulnerable children in an educational environment.	A	Pass/Fail
	Previous experience of working with children with SEMH needs is desirable	A	Pass/Fail
Knowledge and Skills	Ability to implement the characteristics of high-quality teaching in line with all Teachers' Standards	A/I	Numerical scale
	Understands the principles of adaptive teaching to support all pupils (particularly disadvantaged and those with SEMH)	A/I	Numerical scale
	Demonstrates effective communication skills (both orally and in writing), relevant to the audience and purpose.	A/I	Numerical scale
	Has well-developed ICT skills including a good working knowledge of Microsoft 365 Applications i.e. Word, Excell, Outlook, Teams etc	A/I	Numerical scale
	Previous experience of using Team Teach techniques and/or the Team Teach programme is desirable, however the willingness to undertake our in-house Team Teach course is essential.	A	Numerical scale
Values and Behaviours	Makes a commitment to their own professional development in order to become the best instructor they can be.	I	Numerical scale
	Demonstrates an ability to build and maintain positive relationships with pupils, colleagues, parents and carers, with a positive outlook and a sense of humour	I	Numerical scale
	Makes a commitment to ensuring their values and behaviours align with TEAL's Ethical Behaviour Charter (see Job Description)	I	Numerical scale

A = Application (inc. supporting letter), I = assessed during Interview Day(s)

TEAL is committed to safeguarding and promoting the safety and welfare of children and young people and expects all staff to share the commitment. All appointments will, therefore, be subject to a satisfactory Enhanced Level Disclosure and Barring Service Clearance as well as all other relevant pre-employment vetting checks.