

### PERSON SPECIFICATION - Teacher

Essential Criteria	
<b>Qualifications &amp; Training</b>	<b>Application(A) Interview(I)</b>
<ul style="list-style-type: none"> <li>DfE recognised teaching qualification or overseas equivalency</li> </ul>	A
<b>Experience</b>	
<ul style="list-style-type: none"> <li>Experience of working with children or young people with Special Educational Needs.</li> <li>Experience of working in a mainstream and/or Special School environment.</li> <li>Proven high standards of classroom management, teaching and organisation skills.</li> <li>Experience of working with parents and other agencies.</li> </ul>	A/I A/I A/I A/I
<b>Knowledge and Skills</b>	
<ul style="list-style-type: none"> <li>Ability to read and write clearly and accurately in order that meaning is understood and conveyed.</li> <li>Excellent spoken English</li> <li>IT Skills to include Word, Outlook (emails and attachments), Powerpoint, Photographs and photocopyers</li> <li>Able to deal with children's basic health and hygiene needs including personal care</li> <li>Willingness to support children on a range of curriculum activities and therapies both in school and the local community</li> <li>Ability to work positively and supportively with children who exhibit complex and difficult behaviours.</li> <li>Awareness of the curriculum needs for pupils with SEND</li> <li>Ability to plan and organise workload effectively</li> <li>Ability to dynamically risk assess activities to keep children safe</li> <li>Ability to remain calm under pressure and respond constructively to unexpected situations</li> <li>Ability to be flexible and work as part of a busy team</li> <li>Ability to work under own initiative</li> <li>Ability to be diplomatic and sensitive in interactions with colleagues, teaching and non-teaching staff.</li> <li>Ability to work in line with school policies and ethos</li> </ul>	A/I  I A/I A/I A/I A/I A/I A/I A/I A/I A/I A/I A/I
<b>Personal Qualities</b>	
<ul style="list-style-type: none"> <li>Commitment to working in partnership with parents, carers and other professionals</li> <li>Understand and demonstrate confidentiality</li> <li>Commitment to ongoing professional development</li> </ul>	A/I A/I A/I
<b>Other Criteria</b>	
<ul style="list-style-type: none"> <li>Excellent punctuality and reliability</li> <li>An understanding of and commitment to Equality and Diversity</li> <li>An understanding of and commitment to Health and Safety</li> <li>A commitment to the safeguarding and welfare of all children and the ability to work within the school's Safeguarding Policy and procedures</li> <li>The ability to form and maintain appropriate relationships and personal boundaries with children, families and colleagues</li> <li>Enhanced DBS check will be required for successful candidate</li> </ul>	A A/I I A/I I A

<b>Desirable criteria</b>	
<b>Qualifications &amp; Training</b>	Application(A) Interview(I)
<ul style="list-style-type: none"> <li>• First aid qualification</li> <li>• Trained in the use of Makaton, PECS, or other relevant language and communication programme.</li> <li>• Experience of knowledge of TEACCH, Sherbourne, Intensive Interaction.</li> <li>• Evidence of Post Graduate study / CPD in relation to SEN.</li> </ul>	A A/I A/I A/I
<b>Knowledge and Skills</b>	
<ul style="list-style-type: none"> <li>• Awareness of SEN Code of Practice and current SEN initiatives.</li> </ul>	A/I
<b>Other</b>	
<ul style="list-style-type: none"> <li>• Willingness to drive the school minibus</li> </ul>	I