TEACHER MPS/UPS + 1 Special Needs Point

PERSON SPECIFICATION

Notes to applicants

* This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.
* The Essential Criteria are the qualifications, experience, skills or knowledge you MUST SHOW YOU HAVE to be considered for the job.
* The Desirable Criteria are used to help decide between candidates who meet ALL the Essential Criteria.

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| **Criteria** | Essential | **Desirable** |
| QualificationsCareer Development and ExperienceKnowledge of teaching pupils with SEMH | * Qualified Teacher Status
* Recent relevant professional development
 | * Qualifications in special needs.
* A commitment to achieving additional qualifications relating to special needs.
* Recent experience of teaching pupils with a range of learning difficulties including SEMH; Speech, Language & Communication Difficulties and Autistic Spectrum Disorder.
* Taught in at least one other school
* Teaching in a primary setting
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| Personal and professional qualities | * A desire to make a difference to the lives of young people
* The ability to work effectively as part of a team.
* The ability to develop and maintain positive relationships with all pupils and staff.
* The ability to perform well under pressure and work to deadlines.
* Effective presentation and communication skills.
* Pro-active approach to managing behaviour and understand the need to manage pupil behaviour in a consistent manner
* Enthusiastic and positive, approachable accessible and flexible
 | * Ability and experience of co-ordination of a curriculum area.
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| Teaching and Learning | * Knowledge of effective teaching and learning strategies in relation to pupils with a range of special educational needs (BESD, ASD, SLCN)
* The ability to plan and deliver Literacy, Numeracy and contribute to other curriculum areas including the development of social and life skills programmes
* The ability to develop inclusive learning environments that are flexible enough to meet the needs of all learners.
* To be able to contribute to the development and implementation of individualised learning programmes.
* The ability to analyse your own performance and improve it.
* An understanding of how to use assessment to inform planning for good teaching and learning.
* The ability to articulate and demonstrate the characteristics of effective teaching and learning across the curriculum.
* Excellent ICT skills

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* Knowledge of communication systems including sign-supported language (PECS and/or Makaton)
* Experience of using a solution focused approach
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| Partnerships and pupil well-being | * An appreciation of a broad range of special needs together with a willingness to acquire the knowledge and develop the skills to address them.
 | * The ability to develop links with the local community to enhance educational opportunities.
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| Special requirements | * A positive, calm, non-confrontational approach to managing day to day challenges, sensitive issues and complex situations.
* Emotional resilience
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