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** |
| Qualifications  Career Development and Experience  Knowledge 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 |
| 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. |
| 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   . | * Experience of Project Based Learning * Knowledge of communication systems including sign-supported language (PECS and/or Makaton) * Experience of using a solution focused approach |
| 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. |
| Special requirements | * A positive, calm, non-confrontational approach to managing day to day challenges, sensitive issues and complex situations. * Emotional resilience |  |