

Person Specification – Teacher

	Criteria No.	Essential	Stage Identified	Criteria No.	Desirable	Stage Identified
Qualifications	E1	Qualified Teacher Status (QTS)	AF,C	D1	Training in Special Needs Education	AF,C
	E2	Degree or equivalent	AF,C	D2	Team Teach or equivalent positive behaviour training	
	E3	Relevant professional development	AF,C	D3	MIDAS	
Experience & Knowledge	E4	An outstanding Teacher who models high quality teaching and learning across a wide range of abilities, ages and subjects	AF,I,R	D4	Knowledge/experience of using TEACCH and PECS	AF,I
	E5	Clear understanding of current curriculum developments and issues. Ability to demonstrate an understanding of curriculum planning, delivery and assessment	AF,I,	D5	Relevant current and forthcoming educational issues	I
	E6	Sound understanding of the requirements to secure effective teaching and learning	AF,I,R	D6	Knowledge of SEND Code of Practice	AF,I
	E7	Evidence of commitment to raising achievement	AF,I,R			
	E9	Knowledge of ICT and appropriate new technologies to help achieve excellence in teaching and learning. IT literate, capable of using Microsoft office package.	AF,I,R			
Skills	E10	Inspire, challenge and motivate students	AF,I,R			
	E11	Manage the behaviour of children with a positive attitude and supportive manner	AF,I,R			
	E12	Develop an inclusive, creative curriculum that meets the need of students at all levels regardless of specific individual needs	AF,I,R			
	E13	Self-motivated; set and achieve ambitious, challenging goals and targets, work under pressure and meet deadlines, think creatively to anticipate and solve problems	AF,I,R			
	E14	Friendly, approachable and professional manner and a sense of humour	AF,I,			
	E15	Demonstrate and promote the positive values, attitudes and behaviour expected from student	AF,I,			
	E16	Maintain confidentiality	AF,I			
	E17	Understand the importance of Equal Opportunities and recognise the nature of the diverse school community	AF,I			
	E18	Excellent inter-personal and communication skills (written and oral) to a wide range of audiences	AF,I,			
	E19	Collaborate and network with others within and beyond the Trust including parents, external providers and the wider community.	AF,I,			
	E20	Able to improve own practice through observations, evaluation and discussion with colleagues	AF,I			
Special requirements	E21	Desire to work with children /young people with learning difficulties and autism to promote their development and educational needs	AF,I			
	E22	Ability to form and maintain appropriate relationships and personal boundaries with children/young people	AF,I			
	E23	Emotional resilience when faced with challenging behaviour	AF,I			
	E24	A commitment to working as part of the whole school team and supporting the vision and aims of the school	AF,I			
	E25	Respect for their social, cultural, linguistic, religious and ethnic backgrounds	AF,I			
	E26	Ability to liaise sensitively and effectively with parents and carers	AF,I			
	E27	Enhanced Disclosure and check of the Children's & Adult's Barred List	D			
AF		Application Form				
C		Certificates				
I		Interview				
R		References				
D		DBS disclosure				