

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.

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status 	<ul style="list-style-type: none"> Qualification in Special Educational Needs
Experience	<ul style="list-style-type: none"> Experience of teaching children with special educational needs Experience of planning and delivering the range of subjects in the National Curriculum Experience of tailoring planning, resources and learning activities to meet learners' needs Experience of working with children whose ability is well below age related expectations 	<ul style="list-style-type: none"> Experience of working with students with ASC. Experience of working in a specialist setting Evidence of specialist professional development/learning Experience of leading and holding a staff team to account to meet the needs of pupils
Personal and professional qualities	<ul style="list-style-type: none"> A desire to make a difference to the lives of young people The ability to develop and maintain positive relationships with all stakeholders The ability to perform well under pressure and work to deadlines. Calm, nurturing and professional manner Professionally inquisitive and curious to meet the needs of all learners Reflective practitioner who is able to develop strategies to support pupils in moving forward Strong commitment to collaborative working Emotional resilience and self-motivation Sound work ethic-organised, energetic, enthusiastic, committed & punctual 	<ul style="list-style-type: none"> An ability to achieve a healthy work-life balance A commitment to self-improvement A proactive approach to appraisal and CPD
Teaching and Learning	<ul style="list-style-type: none"> Knowledge of effective teaching and learning strategies in relation to pupils with a range of SEND The ability to plan and deliver the core curriculum (English, Maths & Science) and creatively delivery the foundation subjects The ability to develop appropriate and inclusive learning environments/resources that are flexible enough to meet the needs of all learners. An understanding of how to use assessment, observations, team feedback, marking and feedback to develop quality first teaching The ability to deliver consistently high teaching and support the class team in doing the same Ability to lead a team and create a supportive class culture Understanding of the importance of visual and the ability to adapt visuals to meet the needs of individuals 	<ul style="list-style-type: none"> Knowledge of communication systems including sign-supported language (PECS and/or Makaton) Experience of THRIVE curriculum Knowledge of core subject interventions Ability to use e-learning, out of class learning to enrich experiences

Partnerships and pupil well-being	<ul style="list-style-type: none"> • Experience of liaising effectively with relevant agencies-health, children's services & SEN officers • The ability to give verbal and written reports • The ability to work successfully with families • 	<ul style="list-style-type: none"> • The ability to develop links with the local community to enhance educational opportunities.
Special requirements	<ul style="list-style-type: none"> • A positive, calm, non-confrontational approach to managing day to day challenges, sensitive issues and complex situations. • Dedication to upskills through ongoing CPD. • Be able to work flexibly through continual reflection • Ability to be creative and try new things • A drive to support our pupils in realising their full potential 	<ul style="list-style-type: none"> • Experience of leading a team debrief promoting professional curiosity and problem solving