



Seaton Sluice First School
PERSON SPECIFICATION FOR THE POST OF ADDITIONAL RESOURCE PROVISION TEACHER
1 post 1.0 FTE fixed term until 31.08.22

KEY: L – Letter I - Interview A – Application R – Reference LO – Lesson observation

SPECIFICATION	ESSENTIAL	DESIRABLE	METHOD OF DEMONSTRATION
1. Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status 	<ul style="list-style-type: none"> Additional SEN qualification eg SENCO Award, Makaton training 	A
2. Experience	<ul style="list-style-type: none"> Evidence of inclusive teaching and a passion for making a difference to children with SEND. 		L
3. Written Application	<ul style="list-style-type: none"> Relevant to the post, well constructed and clearly presented 		A L
4. Presentation	<ul style="list-style-type: none"> Shows warmth & enthusiasm Good communication skills 		I LO L
5. Knowledge, understanding and skills	<ul style="list-style-type: none"> Knowledge and understanding of the characteristics of effective schools especially with regard to active, meaningful learning. Ability and skills to plan and deliver exciting activities based on a diverse curriculum. An understanding of assessment systems and their relevance to inform the next stages of learning. Devise individual learning plans and develop teaching methods to meet individual needs. Ability to organise work, prioritise tasks, make decisions and manage time effectively Liaise with other staff and parents/carers on learning styles 	<ul style="list-style-type: none"> Advise and promote the use of ICT to support the needs of children eg experience of Clicker 	I L LO L A LO L A I LO I R LO

	<p>and practical strategies to enable wider access to the curriculum.</p> <ul style="list-style-type: none"> To facilitate additional opportunities for social and emotional well-being. 		
6. Qualities	<ul style="list-style-type: none"> To promote a fully inclusive ethos Ability to think creatively and imaginatively Confident in articulating what is best for individual children Empathy with children A positive outlook Ability to maximise opportunities utilising the whole school community 		<p>I LO R</p> <p>L I LO R</p> <p>I, L</p>
7. Relationships	<ul style="list-style-type: none"> Ability to promote behaviour for learning from all pupils ensuring high standards and good relationships Commitment to an effective multi-agency approach. Understanding of the need for good home/school relationships and the school's responsibility to parents/carers. 		<p>I LO R</p> <p>L R</p> <p>L I</p>
8. Personal Characteristics	<ul style="list-style-type: none"> Professionalism Commitment Enthusiasm Tidy and well organised Sense of humour Ability to manage time and prioritise 		<p>L I R</p> <p>L R</p> <p>L I LO</p> <p>L I A LO</p>
9. Professional	<ul style="list-style-type: none"> Recognise own professional 		A L R

Development	development needs and willingness to develop new skills.		
10. Reliability	<ul style="list-style-type: none"> Has demonstrated reliability over a sustained period of time e.g. during employment/placement 		R
11. References	<ul style="list-style-type: none"> Recommended 		R

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