**VILLA REALSCHOOL**

**POST OF TEACHER**

**CRITERIA AND PERSON SPECIFICATION**

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **APPLICATION** | * Well structured supporting letter indicating beliefs and understanding of important educational issues effecting Special School or Special Children
* Fully supported in references
 | Clear understanding of approaches used with pupils with severe communication difficulties and/or Autism | Application and reference |
| **QUALIFICATIONS** | * Qualified teacher status
 | * Recognised qualification in education of pupils with SEN
 | Application  |
| **EXPERIENCE** | * Experience of working successfully and co-operatively as part of a team within an Education setting, particularly with Special Children aged 11 and over.
* Experience of teaching children with severe Autism and / or severe SLD and a range of learning disabilities
* Experience in managing distressed behaviour
 | * Experience of working with children with complex medical needs
* Understanding secondary curriculum for pupils with severe Special Needs
* Experience of coordinating history and geography
 | Application, reference and interview |
| **PROFESSIONAL DEVELOPMENT SKILLS** | * Willingness to undertake professional development in the education of pupils with complex needs
* Ability to communicate effectively in a variety of situations
* Ability to work as part of a multi-professional team
* Proven classroom management skills
* Ability to work in and lead a team
* A willingness to take on responsibility for a curriculum area.
 | * Evidence of relevant professional development
* Curriculum management – leadership, planning, delivery and assessment of the whole school curriculum for pupils with SEN and management of one curriculum area across the whole school
 | ApplicationApplication, reference and interview  |
| **SPECIAL KNOWLEDGE** | * A clear vision and understanding of the requirements of pupils with SEN.
* Detailed knowledge of the structure and content of the 2 – 19 curriculum and how to adapt programmes of study for children with learning disabilities, ASC and complex needs.
* Understanding and knowledge of the current issues relating to education
* Understanding and knowledge of issues regarding safeguarding
 | * Practical understanding of the range of behaviour that SEN pupils present
* Detailed knowledge of the structure and content of the National Curriculum and the appropriate curriculum for pupils with ASC, SLD and PMLD
 | Application reference and interview |
| **PERSONAL ATTRIBUTES** | * Ability to demonstrate enthusiasm and sensibility whilst working with others
* Ability to manage change
* Ability to work with parents as partners
* A good health and attendance record
* Evidence of being able to build and sustain effective relationships with staff, governors, parents, other agencies and the wider community
* Flexibility and adaptability in order to be able to mix and work with a wide range of people
* A positive attitude to the management of student’s behaviour
* Resilience
 |  | Reference and interview |