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**Bishopton PRU**

**Personal Specification**

TEACHER WITH TLR FOR BEHAVIOUR AND ATTITUDES

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| **Attributes** | **Essential** | **Desirable** |
| Experience | 1. Successful experience of core subjects. 2. Experience of teaching more than one subject. 3. Experience of preparing and entering pupils for formal qualifications. 4. Successful teaching experience with pupils who have a wide range of SEND. 5. Experience of planning and delivering a differentiated curriculum. 6. Experience of/willingness to train in Behaviour Management e.g.Team Teach. 7. Experience of delivering whole school training. | 1. Experience of a wider range of schools and other educational establishments. 2. Experience of working as a nurture teacher or in a nurture style environment. 3. Experience teaching at primary. |
| Qualifications & Training | 1. Qualified Teacher Status. 2. Experience of departmental and/or wider school leadership. 3. Degree | 1. Experience of leading behaviour strategies across the school 2. Leadership qualification 3. Higher degree qualification 4. Postgraduate SEN course. 5. Attachment training or therapeutic qualification |
| Equality | 1. A personal commitment to the promotion of equal opportunities, diversity and promoting good race relations. 2. Candidates should indicate an acceptance of and commitment to the principles underlying the Council’s Equal Rights policies and practices. | 1. Trained in Equality of Opportunity. |
| Disposition Adjustment/Attitude | 1. Ability to relate well to students and adults. 2. Ability to work constructively as part of a team. 3. Ability to remain calm under pressure. 4. Good co-operative, interpersonal and listening skills. 5. Flexible and willingness to accept change. |  |
| Skills, Knowledge, Aptitudes | 1. Awareness of the SEN Code of Practice. 2. Conversant with National Strategies, National Curriculum. 3. Understanding of conduct and performance management. 4. Understanding of current remodeling of levels and GCSE grading 5. Knowledge of the Ofsted Framework 6. Practical understanding of effective teaching and evaluation strategies. 7. Awareness of the characteristics of an effective PRU. 8. Awareness of strategies to raise pupil achievement and manage behaviour. 9. Able to motivate students and staff, raising expectations and provide a focus for improvement. 10. Awareness of KCSIE. 11. Experience of adapting the National Curriculum to meet the needs of students with a wide range of educational needs and challenging behaviour. | 1. Experience of monitoring and evaluating teaching. 2. Involvement in school improvement work. |