**WALWORTH SCHOOL: TEACHER M2 – M6 PLUS SEN ALLOWANCE 1**

**PERSON SPECIFICATION AND CRITERIA FOR SELECTION**

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| **category** | **essential** | **desirable** | **where identified** |
| **application** | 1. Fully supported in reference; 2. **Well-structured supporting letter**, indicating an understanding of important issues relating to the Key Stage 1/2 teaching role (No more than 1000 words). |  | 1. Application Form 2. References 3. **Letter** |
| **qualifications** | 1. Qualified Teacher status. 2. Qualified to degree level and above in a subject relevant to the post. 3. Evidence of recent and relevant professional development within or beyond current setting. 4. Right to work in the UK. | Additional relevant qualification in SEN / SEMH.  Qualified in TeamTeach or similar.  First Aid qualification.  Midas | 1. Application |
| **experience** | 1. Ability to demonstrate high standards of classroom practice. (2 Years + teaching experience) 2. Successful recent and relevant experience of leading and co-ordinating one or more Primary subject areas would be an advantage 3. Experience of successful learning and teaching in raising pupil achievement. | Teaching experience in more than one establishment.  Experience of working with children with SEN.  Experience of teaching in a Special school. | 1. Application Form 2. References 3. Interview 4. Observation |
| **professional development** | 1. Recent professional development covering relevant educational issues. | Recent professional development connected to reducing barriers to learning for young people with SEND / SEMH needs. | 1. Application Form 2. References 3. Interview |
| **skills & ABILITIES** | 1. Ability to engage, motivate and ensure progress with children who lack confidence in themselves as learners. 2. Ability to plan and teach across more than one curriculum area / year group. 3. Ability to establish positive professional relationships. 4. Ability to communicate effectively in a variety of situations. 5. To be able to establish and maintain high quality children files and record keeping. | An understanding of the need of pupils with learning difficulties + purpose of Educational, Health and Care Plan (EHCP) | 1. Application Form 2. References 3. Interview 4. Observation |
| **special knowledge** | 1. Understanding and knowledge of barriers to learning and strategies to support development for pupils with SEMH needs. 2. Recent safeguarding and child protection training. | Extensive understanding and knowledge of safeguarding. | 1. Application Form 2. References 3. Interview |
| **personal attributes** | 1. Demonstrate a stimulating and innovative approach to teaching and learning which encourages the engagement of children. 2. Be able to build and sustain effective working relationships with staff, Governors and parents /carers. 3. Flexible, resilient and creative. 4. Enjoy professional challenge. 5. Excellent sense of humour 6. Excellent health and attendance record. | Flexibility and adaptability in order to be able to mix and work with a wide range of people  Be able to communicate well with young people, parents /carers, and a range of other agencies. | 1. Application Form 2. References 3. Interview |

Post is subject to full DBS checks to ensure safe recruitment