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.

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| **Criteria** | Essential | **Desirable** |
| Qualifications | * Qualified Teacher Status
 | * Qualification in Special Educational Needs
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| Experience | * 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
 | * 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
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| Personal and professional qualities | * 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
 | * An ability to achieve a healthy work-life balance
* A commitment to self-improvement
* A proactive approach to appraisal and CPD
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| Teaching and Learning | * 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
 | * 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
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| Partnerships and pupil well-being | * 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
 | * The ability to develop links with the local community to enhance educational opportunities.
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| Special requirements | * 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
 | * Experience of leading a team debrief promoting professional curiosity and problem solving
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