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 |
| 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 |
| 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 |
| 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 |
| 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. |
| 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 |