LADYWOOD SCHOOL

**TEACHER QTPS PERSON SPECIFICATION**

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| **ATTRIBUTES** | **ESSENTIAL** | **DESIRABLE** | **HOW IDENTIFIED** |
| **Values** | **Candidates should share our values at Ladywood:*** **Valuing Uniqueness** – Making the most of the challenges we face positively, utilising the core strengths of our team and those around us, in the community or as stakeholders to fulfil the unique nature of the work we do and those we support.
* **Respectful and Professional** – Doing our best for the children and others, developing confidence, relationships, communicating, having integrity and respecting each other to do the right thing, always.
* **Empowering Our People and Others** – Nurturing people towards and enabling them to reach their goals and aspirations, embracing learning, development and knowledge whilst caring about what we do.
* **Recognising Success** – Being proud that we can provide an environment which is both empowering and rich in trust, well-being, safety and recognition and which helps us grow, supports children, parents and others to reach their full potential.
* **Being Aspirational** – Working as a holistic team, going the extra mile, being accountable, being role models to others and striving to be the best we can.
* **Promoting Innovation** – Using the ideas and knowledge, taking positive risks, being creative, embracing any change with a willingness to continually improve.
 |  | Application form and interview. |
| **Knowledge, skills and experience.** | **Candidates should have:*** The ability to demonstrate good and outstanding teaching.
* A strong commitment to high expectations for pupils with SEN and a desire to extend their knowledge and skills in this area.
* Experience of teaching primary age pupils with a range of special educational needs in either special or mainstream settings.
* A sound working knowledge of SEN Code of Practice including:
* understanding of the requirements for pupils with SEN, and of other requirements for assessment, recording & reporting.
* experience and knowledge of the process of annual reviews, initiation of statutory assessment, EHCP, professional meetings etc.
* Experience of team leadership in curriculum development or other areas of school improvement.
* Excellent communication skills both written and oral.

 * A commitment to working as part of a multi-disciplinary team.
* Experience in working with parents and a commitment to effective parental involvement.
* A commitment to supporting the professional development of Initial Teacher Trainees and other colleagues.
 | * Experience of teaching pupils with autistic spectrum disorders, and knowledge of appropriate teaching strategies to meet the needs of these pupils.
* To be able to demonstrate substantial participation in CPD in relation to SEN Teaching and Learning.
* To have excellent ICT skills.
* Experience of leading a curriculum area.
 | Application form and interview.Observation of teaching. |
| **ATTRIBUTES** | **ESSENTIAL** | **DESIRABLE** | **HOW IDENTIFIED** |
| **Qualifications** | * Qualified teacher status.
 | * Qualification in SEN and/or autism.
* Evidence of further training.
 | Application form |
| **Personal skills** | * Excellent interpersonal skills.
* Ability to work as part of a team.
* Ability to take the lead and motivate others.
 | * Have a positive approach to change, and a willingness to be flexible in response to the changing needs of the school, outreach service and the schools we support.
 | Interview |