**Person Specification for Teachers at High Oaks Secondary School - Oaklands School**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Essential | Desirable | Assessed Via | |  |  |
| **Qualifications:** | | | | | | |
| Graduate | 🗸 |  | | Application form – certificates checked at interview |  |  |
| QTS | 🗸 |  | |  |  |
| Meets National Teaching Standards in all respects. | 🗸 |  | | Task |  |  |
| **Experience:** | | | | | | |
| Experience teaching pupils who have profound and multiple learning difficulties, severe learning difficulties and/or autism. |  | 🗸 | | Application form |  |  |
| Evidence of further professional study in issues related to special education. |  | 🗸 | | Application form |  |  |
| Able to use a range of augmented communication methods e.g. Intensive Interaction, PECs, Makaton, TEACCH, sensory strategies. |  | 🗸 | | Application Form  Task |  |  |
| Experience working with a multi-professional team including therapy team. | 🗸 |  | | Application Form |  |  |
| Able to lead a classroom team and deploy classroom assistants to support pupil learning. | 🗸 |  | | Task |  |  |
| Experience and confidence in managing pupils whose behaviour can be challenging. | 🗸 |  | | Task |  |  |
| Clear communicator both verbally and in writing. Able to speak and write in grammatically correct English. | 🗸 |  | | Application form  Interview |  |  |
| Familiar with a range of assessment methods as a basis for planning programmes for progress. | 🗸 |  | | Interview |  |  |
| Knowledge of the requirements of accredited courses e.g. NOCN, AQA. |  | 🗸 | | Interview |  |  |
| Excellent ICT skills. | 🗸 |  | | Application Form |  |  |
| Ability to teach a range of subjects including Maths, English and ICT. | 🗸 |  | | Application Form |  |  |
| **Personal Qualities:** | | | | | | |
| Positive attitude to school development and able to contribute own ideas and solutions to issues. | 🗸 |  | | Interview |  |  |
| Sense of humour, confident, and resilient. | 🗸 |  | | Interview |  |  |
| Highly organised and able to manage own workload and meet deadlines. | 🗸 |  | | Reference |  |  |
| Calm, and able to deal with challenging situations as these arise. | 🗸 |  | | Reference |  |  |
| Sensitivity to the needs of pupils who have disabilities and the challenges encountered by their families. | 🗸 |  | | Interview |  |  |
| Excellent attendance record. | 🗸 |  | | Reference |  |  |
| Ability to speak another language. |  | 🗸 | | Application Form |  |  |
| Experience driving minibuses/willingness to learn to do so. |  | 🗸 | | Interview |  |  |