

**Person Specification – CLASS TEACHER**

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| **Factors** | **Criteria** | **Assessment** |

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|  |  |  | Interview | Application |
| **Qualifications** | **Essential** | * QTS * To be committed to continuous professional development | X | X |
|  | **Desirable** | * Further training and CPD around SEN |  |  |
| **Experience and Knowledge** | **Essential** | * Evidence of excellent teaching skills * Experience of working with pupils with complex cognitive difficulties * Experience of curriculum leadership and curriculum development * Experience of managing classroom support * Awareness of legislation regarding safeguarding children * Awareness of curriculum requirements | X  X  X  X  X | X  X  X  X  X  X |
|  | **Desirable** | * Experience of teaching pupils with complex cognitive difficulties * Ability to work in KS1 and/or 2 * Working knowledge of Makaton and PECs * Experience of working with other agencies | X  X  X  X | X  X  X  X |
| **Specific aptitudes and abilities** | **Essential** | * Able to teach the full NC subjects at levels to appropriate KS, but in ways differentiated to need * Commitment to quality delivery * Commitment to student success Commitment to ongoing personal development * Experience of dealing with challenging behaviour and guiding parents and other professionals in behaviour management * Motivation to construct an exciting, accessible and differentiated curriculum * Self motivation to gain knowledge around SEN * Clear aspirations for professional development | X  X  X  X  X  X  X | X  X  X  X |
| **Specific Aptitudes and abilities** | **Desirable** | * Additional qualification around speech and language/   Communication   * Willingness to be involved in the wider curriculum, including residential experiences and extended day activities * Ability to drive a minibus or willingness to undergo minibus training | X  X | X |
| **Interpersonal Skills** | **Essential** | * Excellent written and oral communication skills including ICT and Maths. | X | X |
| **Safeguarding Children** | **Essential** | In addition to candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:  - Motivation to work with children and young people;  - Ability to perform and maintain appropriate relationships and personal boundaries with young people;  - Emotional resilience in working with challenging behaviours; and - Attitudes to use authority and maintaining discipline.  - Understanding the complex needs of SEN learners and ensuring their needs are met | X  X  X  X  X |  |