**PERSON SPECIFICATION**

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| **Post Title:** Community/General Teacher | **Director/Service/Sector**  | **Office Use** |
| **Grade:** Teachers Pay Scales  | **Workplace:** Collingwood School an Media Arts College, community buildings and learner homes | **JE ref:****HRMS ref:** |
| **Responsible to:** Line Manager | **Date:** April 2023 | **Manager Level: SENCO** |
| **Job Purpose:** To teach allocated pupil(s) both in school and those receiving their education in the community, through effective liaison with schools, parents and other agencies, to help them to optimise their educational achievements. |
| **Resources** | Staff |  |
| Finance |  |
| Physical |  |
| Clients |  |
| **Key duties:**Set high expectations which inspire motivate and challenge pupilsPromote good progress and outcomes by pupils, including those experiencing difficulties accessing school based education.Demonstrate good subject and curriculum knowledgePlan and teach well-structured lessonsAdapt teaching to respond to the strengths and needs of all pupilsMake accurate and productive use of assessmentManage behaviour effectively to ensure a good and safe learning environmentFulfil wider professional responsibilitiesTo liaise with school staff, to ensure appropriate objectives and learning strategies are in place, with the resources to support these, in order that continuity of education is optimised for allocated pupils. |
| **Work Arrangements** |
| Transport requirements:Working patterns:Working conditions: | The post involves frequent travel to locations such schools, libraries and pupil’s homes and the post holder must be able to meet this requirement.Mileage allowance is payable in respect of business travelAny allowances will be paid in accordance with HMRC provisions. Full time |

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| **Essential** | **Desirable** | **Assess by:** |
| **Experience and Qualifications** |
| * Qualified Teacher Status
* Graduate status
* Recent experience of teaching and supporting children with significant SEN in either mainstream, resource or specialist school settings
 | DfE recognised qualification in SENKnowledge of specific conditions e.g. autism, ADHD, communication difficultiesExperience working as a Community Teacher | 1. (r)
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| **Professional Knowledge and Understanding, Skills and Attributes** |
| * An understanding of the characteristics of an effective specialist school
* Specific evidence of successful classroom teaching, including a commitment and thorough understanding of personalised learning and transition within and beyond school.
* Evidence of an ability to create an exciting and well organized learning environment
* High standards and expectations of self and students
* The ability to prioritise own time, work under pressure and to set and meet deadlines with a sense of balance and perspective
* The ability to work as part of a member of a team
* Experience of using positive behaviour management strategies
* Effective administrative and organisational skills
* An excellent knowledge of ICT for teaching and administration
* The ability to deploy additional adults effectively
* An understanding of and commitment to, multi-agency working
* A commitment to and experience of developing effective partnerships with parents and carers
 | Experience in working with children with speech, language and communication difficultiesExperience in working with children with social, emotional and mental health difficultiesExperience in providing extended curricular opportunities Experience of effective partnership working | 1. (i) (r)
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| **Personal Skills and Attributes** |
| * Leadership skills – Ability to influence others by the presentation of ideas and to accept the good ideas from others
* Decision making skills – the ability to investigate, solve problems and make decisions
* Communication skills (both orally and in writing) – the ability to make points clearly and understand the views of all others, including colleagues and parents
* Caring, empathetic and sensitive to our children’s needs
* Personal resilience and the ability to support others
* Ability to initiate and develop new ideas
* Personal impact, self-confidence and presence
* Energy, determination and perseverance
* An enthusiasm and commitment for the involvement with pupils, staff and Governors Reliability and integrity
 | Experience of delivering relevant training to whole school staff and or staff teams. | (r) |
| **Additional** |
| Professional commitment FlexibilityConfidenceSense of humourResilience  |  |  |

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits