

## EMPLOYEE SPECIFICATION

When filling in the application form, please demonstrate with clear, concise examples how you meet the requirements of the post. You will be assessed in relation to the *Essential and Desirable* criteria. Please bear in mind that you must possess the Essential Criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post then all of the criteria will be used for shortlisting. Under the Disability Discrimination Act, we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the DDA we are committed to making reasonable adjustments, wherever possible and it would help us to know your needs in order to do this.

<b>Post Title:</b> Instructor	<b>Directorate/School:</b> Forest Moor School	<b>Grade/Scale:</b> Please refer to advert
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Criteria No	Attributes	Criteria	How Identified	Rank
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1	<b>Relevant Experience</b>	<ul style="list-style-type: none"> <li>• Experience of teaching the subject required as advertised.</li> </ul>	Application Form/Interview	Essential
2		<ul style="list-style-type: none"> <li>• Experience of working effectively within a multi-disciplinary an SEN setting or support context for disaffected young people</li> </ul>	Application Form/Interview	Desirable
3		<ul style="list-style-type: none"> <li>• Experience of teaching SEMH/Challenging anxious pupils</li> </ul>	Application Form/Interview	Desirable

4	<b>Education and Training Attainments</b>	<ul style="list-style-type: none"> <li>• Level 3 qualification</li> <li>• Qualification in subject area</li> <li>• A further advanced qualification in the education of pupils with SEMH support needs</li> </ul>	Application Form/Interview	Essential
5			Application Form/Interview	Desirable
	<b>General and Special Knowledge</b>	<ul style="list-style-type: none"> <li>• An understanding of current approaches to the support of young people at risk of social exclusion</li> <li>• Knowledge of legislation as it applies to pupils with SEN/SEMH</li> <li>• An understanding of inclusion and potential barriers which may face young people with SEN/SEMH and those at risk of offending</li> </ul>	Application Form/Interview	Desirable
6			Application Form/Interview	Essential
7			Application Form/Interview	Desirable
8	<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Interpersonal skills which facilitate positive professional relationships with young people and multi-disciplinary teams</li> </ul>	Application Form/Interview	Essential
9			Application Form/Interview	Essential
10	<b>Additional Factors</b>	<ul style="list-style-type: none"> <li>• Good oral and written communication skills</li> <li>• Ability to work effectively as a team member</li> <li>• Versatility, Creativity &amp; Resilience</li> </ul>	Application Form/Interview	Essential
11			Application Form/Interview	Essential
12			Application Form/Interview	Essential