**Castle Hill High School**

**Person Specification for: Teacher – Nurture class in the HUB**

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|  | **Essential** | **Desirable** | **Evidenced:**  AF – Application Form  SS – Supporting Statement  I – Interview  R - References |
| **Education/ Training** | * Qualified Teacher Status. * A degree in Education or equivalent. * Evidence of a commitment to own professional development | * A relevant qualification in special needs * Recent in-service training. * 2-3 years teaching experience in a relevant setting | AF, SS |
| **Relevant experience** | * Teaching within a special school, or similar setting. * Significant experience of delivering a stimulating and relevant curriculum. * Experience of adapting the curriculum to meet the diverse needs of pupils. * Experience of working with pupils with ASC and complex needs. * Experience of working with pupils who may present with challenging behaviours. * Experience of working with pupils with a range of communication needs. * Experience of working effectively as a form tutor, liaising with parents/carers and appropriate professionals as is required. | * Experience working in a play-based learning/nurture setting. * Experience of creating individualised resources and visuals. * Experience of directing other adults within the classroom. | AF, SS, I, R |
| **Knowledge** | * Knowledge of a wide range of SEN issues and teaching strategies to help all children achieve. * Knowledge of effective strategies that promote good pupil relationships and high attainment in an inclusive environment. * Knowledge of effective use of ICT within lessons to enhance learning. | * Knowledge of specific strategies that support and develop pupil communication. * Knowledge of pre-key stage 1 curriculum and assessment strategies * Knowledge of effective support strategies required to work with ASD pupils and/or pupils with complex needs | AF, SS, I, R |
| **Skills** | * Excellent communication and presentation skills. * Competent user of ICT. * Ability to plan effective interventions to meet the diverse needs of pupils. * Proven record of being an excellent ‘team player’. | * Competent user of high/low tech communication devices with pupils who have communication needs. * Ability to use and promote a wide range of teaching methods to influence progress made by pupils | AF, S, I, R |
| **Commitment** | * Commitment to embodying the school ethos of ‘respect and achieve’. * Commitment to the belief that all pupils have the right to achieve their full potential. * Commitment to equality of opportunity for everyone in our community. |  | AF, SS, I, R |
| **Personal** | * Passion for teaching and learning. * Energy, enthusiasm and flexibility. * Positive outlook on life. * An ability to demonstrate resilience. |  | AF, SS, I, R |