

FOREST WAY SCHOOL Reviewed March 2021

Personnel Specification Teaching Posts Permanent Full Time

| | | ESSENTIAL | DESIRABLE |
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| 1 | Qualifications | Qualified teacher with DfES number with a strong interest in pupils with S.E.N. | Experience of pupils with S.E.N. Evidence of further study. Qualification in Special Education |
| 2 | Experience | Taught in a variety of schools with a minimum of two years experience (NQT+1), which can include TP | Broad experience in mainstream and special education |
| 3 | Written application | Sound and well presented | No spelling mistakes! |
| 4 | Background knowledge | A broad background in teaching all subjects | Evidence of recent courses attended |
| 5 | Professional Development | Able to display clear thinking about curriculum matters, current educational issues and willingness to co-ordinate areas of curriculum | Involvement in external and in-house INSET |
| 6 | School Governors | Display understanding of role of governing body | Period of time as governor |
| 7 | Parents | Developed views re parental involvement | Experience of home/school liaison |
| 8 | Special Needs | Willingness to teach throughout age range and understanding of needs | |
| 9 | Equal Opportunities | Display understanding of equal opportunity issues | Evidence of good practice |
| 10 | Other Agencies | Some knowledge of agencies involved with S.E.N. pupils | Evidence of experience with other agencies concerned with S.E.N. pupils |
| 11 | Community | Has clear ideas of involvement with the community | Experience of community involvement |
| 12 | Physical ability | Good health, ability to lift, sense of humour | Clean driving licence Minibus test Personal survival – Swimming qualification |

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| 13 | Safeguarding | <p>Responsibility and accountability for safeguarding and promoting the welfare of children and young people.</p> <p>Awareness of current legal requirements, national policies and guidance on the safeguarding and promotion of the wellbeing of children and young people.</p> <p>Able to recognise indicators that may lead to concerns and to take immediate action.</p> <p>Is committed to ensuring the safeguarding and well being of children and young people and takes appropriate action where necessary.</p> | <p>Fully understands their role in the context of safeguarding children and young people.</p> <p>Knows the policies and procedures relating to safeguarding children and young people.</p> <p>Knows the local arrangements concerning the safeguarding of children and young people.</p> <p>Knows how to identify potential child abuse or neglect and follows safeguarding procedures.</p> <p>Makes referrals in line with policy to the relevant body(ies).</p> <p>Takes advantage of learning and development opportunities in relation to safeguarding.</p> <p>Keeps abreast of new developments in safeguarding as part of normal continuous professional development activity.</p> <p>Keeps up to date with relevant legislation.</p> |
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The essential requirements of the post will be tested during the interview, tests, assessments and presentation.