

# Warmley Park School

## Person Specification - Teacher

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>▪ Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>▪ Qualifications in Special Needs</li> </ul>
Knowledge and skills	<ul style="list-style-type: none"> <li>▪ Working knowledge of the curriculum and adaptations for SEN pupils</li> <li>▪ Knowledge and implementation of Literacy and Numeracy Strategies</li> <li>▪ ICT skills for curriculum and administration planning</li> <li>▪ Knowledge or use of Individual Education Plans</li> <li>▪ Knowledge of Assessment and Evaluation techniques</li> <li>▪ Proven communication skills</li> <li>▪ Ability to make positive relationships with pupils</li> <li>▪ Proven record of planning skills</li> <li>▪ Understanding of child development</li> </ul>	<ul style="list-style-type: none"> <li>▪ Augmentative Communication Strategies and application of ICT or low tech to meet IEP needs</li> <li>▪ Knowledge of sensory approach for differentiation</li> <li>▪ Knowledge of Makaton and symbols, PECS, TEACCH</li> </ul>
Experience	<ul style="list-style-type: none"> <li>▪ Teaching or working with a range of pupils with Special Educational Needs</li> <li>▪ Experience of working with primary or secondary age children</li> <li>▪ Working with parent groups</li> <li>▪ Knowledge or experience of adapting SoW for individual access to learning.</li> <li>▪ Experience of working directly with PMLD/SLD/ASD pupils</li> </ul>	<ul style="list-style-type: none"> <li>▪ Working with a Multidisciplinary Team</li> <li>▪ Experience and understanding of Annual Review and ECHP Process</li> <li>▪ Experience of working with Teaching Assistants</li> </ul>
Training	<ul style="list-style-type: none"> <li>▪ Examples of recent training and evidence of application</li> <li>▪ Commitment to pupil safeguarding</li> </ul>	<ul style="list-style-type: none"> <li>▪ Visual Strategies/Picture Exchange Communication System</li> <li>▪ Makaton</li> <li>▪ ICT applications</li> </ul>
Letter of application	<ul style="list-style-type: none"> <li>▪ A positive attitude toward pupils' learning and an interest in inclusion</li> <li>▪ Clearly articulated philosophy of learning and commitment to innovating learning and teaching</li> </ul>	<ul style="list-style-type: none"> <li>▪ Willingness to work with Subject Co-ordinators/ Managers to develop curriculum expertise</li> </ul>
Flexibility	<ul style="list-style-type: none"> <li>▪ Teachers should be willing to work in any area of the school.</li> </ul>	