

**TEACHER PERSON SPECIFICATION**

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|  | ESSENTIAL | DESIRABLE | HOW  IDENTIFIED |
| Qualifications and Experience | * Qualified Teacher status * Knowledge of child development * Knowledge and interest in SEN * Evidence of working with pupils who have learning disabilities | * Specialist qualification or additional courses in SEND * Range of teaching experience * Experience of supporting pupils with complex behaviour * Evidence of use of alternative and augmentative means of communication * Experience of multi-professional liaison * Experience of managing other staff | Application Form  Interview |
| Skills and Ability | * Good interpersonal skills * Effective communicator and work as part of a team * Excellent classroom organisation and management * The ability to support pupils/respond to parents through fluent and accurately spoken English * Plan, prepare deliver appropriate programmes of work, assess and monitor * Establish and maintain strong learning environment | * Willingness to undertake further training * Experience of working in a special school/setting | References  Interview |
| Motivation and Personality | * Ability to safeguard and promote the welfare of children * Commitment to equal opportunity and to anti-oppressive and anti-discriminatory practices * Self-motivation and continuing professional develop * Resilience * Enthusiasm * Initiative * Able to lead by example * Willing team member * Sense of responsibility and sense of humour * Supportive * Commitment to work with parents and families | * Food hygiene. * Behaviour management techniques. * Signalong / PECs / TEACCH trained * Competent in a range of teaching methods and approaches * Experience in delivering first aid, medication, personal/intimate care, physical intervention/behaviour management strategies. | Application Form  Interview  References |
| Circumstances | * Attend parents’ evenings and other meetings and activities as necessary. |  | Application form  Interview  References |