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**Person Specification - Teacher**

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| **Attributes** | **Essential** | **Desirable** | **Method of Assessment** |
| Qualifications | Qualified Teacher status  Knowledge of Child Development | Specialist Qualification  or additional courses in SEND | AF |
| Experience | Knowledge and interest in SEN  Evidence of working with Pupils who have learning disabilities. | 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. | AF; I |
| Skills and Ability | Good Interpersonal Skills  Effective communicator  Excellent classroom organisation and management  The ability to support pupils/respond to parents through fluent and accurately spoken English | Willingness to undertake further training. | I; R |
| Motivation and Personality | Self Motivation  Resilience  Enthusiasm  Initiative  Able to lead by example  Willing team member  Sense of responsibility  Supportive  Commitment to work with parents & families  Commitment to equal opportunity and to anti- oppressive and anti-discriminatory practices |  | AF; I; R |
| Circumstances | Attend evening meetings and activities  Suitability to work with children |  | AF; I |

Key: Application Form (AF) Interview (I) References (R)

**Vale of Evesham School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**