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**Person Specification - Teacher**

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|  **Attributes** |  **Essential** |  **Desirable** | **Method of Assessment** |
| Qualifications | Qualified Teacher statusKnowledge of Child Development | Specialist Qualificationor additional courses in SEND | AF |
| Experience | Knowledge and interest in SEN Evidence of working with Pupils who have learning disabilities. | Range of teaching experienceExperience of supporting pupils with complex behaviourEvidence of use of alternative and augmentative means of communicationExperience of multi-professional liaison.Experience of managingother staff. | AF; I |
| Skills and Ability | Good Interpersonal SkillsEffective communicatorExcellent classroom organisation and managementThe ability to support pupils/respond to parents through fluent and accurately spoken English | Willingness to undertake further training. | I; R |
| Motivation and Personality | Self MotivationResilienceEnthusiasmInitiativeAble to lead by exampleWilling team memberSense of responsibilitySupportiveCommitment to work with parents & familiesCommitment to equal opportunity and to anti- oppressive and anti-discriminatory practices |  | AF; I; R |
| Circumstances  | Attend evening meetings and activitiesSuitability 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.**