

High Park School

PERSONNEL SPECIFICATION – Class Teacher

ATTRIBUTES	RELEVANT CRITERIA	HOW IDENTIFIED	RANK
Educational & Training	Qualified teacher status or (Including NQT) Additional SEN Training or Qualifications Recent Professional Development A clear understanding of Child Development	Interview process	A B A A
Relevant Experience	Work with Special Educational Needs pupils in a school setting Work with pupils or students with severe or profound learning difficulties Work with pupils with autistic spectrum disorders Work with pupils or students with other disabilities (Physical, visual, auditory, language/communication etc)	Interview process	B B B B
Special Knowledge & Skills	The ability to work as part of a multi – agency staff team The ability to work in a close cooperative with other staff in school The ability to lead and develop a class/subject staff team The ability to liaise and work positively with parents and carers The ability to lead a curriculum area Knowledge and understanding or experience of 'Positive Behaviour Support' principles and practice. Ability to cope with challenging situations The ability to utilise ICT effectively in all aspects of their work Knowledge of Makaton sign language Experience and understanding of planning a differentiated curriculum to meet the individual needs	Interview process	A A A A A A B A C A

Additional Factors	Enthusiasm, reliability, adaptability & integrity Ability to take part in physical activities with pupils A clear commitment to equal opportunities for all and the inclusion of students with SEN in community activities Additional personal interests and skills Willingness to undertake an enhanced Disclosure and Barring Service check. Please note a conviction may not exclude candidates from employment but will be considered as part of the selection process.	Interview process	A B A B A
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Note to applicants: Applicants will be shortlisted from the information provided in the Application Form and Letter of Application. 'A' Criteria will be considered first, followed by 'B' and finally 'C' until a suitable shortlist is established. Please ensure you address all aspects of the Relevant Criteria in your application.