

Person Specification: Teacher in a Specialist Resource Provision

Criterion	Essential	Desirable	Method of Assessment Application/interview/test
1.Education/qualifications	<ul style="list-style-type: none"> • Degree • Qualified Teacher status. 	<ul style="list-style-type: none"> • Additional qualifications in Autism Spectrum Disorder (ASD) or Special Educational Needs (SEN) 	Application form
2.Experience	<ul style="list-style-type: none"> • Experience of teaching a minimum of 2 years including teaching children with SEND • Experience of teaching groups or classes of pupils with ASD or SEND 	<ul style="list-style-type: none"> • Experience of teaching in a Specialist Environment (Special Resource or Special School) • Experience of leading annual reviews and IEP management meetings • Experience of co-ordinating a subject • Experience of teaching across the whole primary age and ability range • Experience of running parent groups or meetings eg annual reviews 	Application form & Interview
3.Skills/Abilities/Knowledge	<ul style="list-style-type: none"> • Sound knowledge of the ASD theory & research • Understanding of what makes 'quality first' teaching, and of effective intervention strategies • Ability to plan and evaluate interventions • Willingness to undertake continuous professional development • Ability to build exciting and engaging teaching environments • A flexible/creative approach to problem solving • Ability to work in a supportive way and communicate well with a wide range of professionals, parents and young people. • Commitment to working with parents. 	<ul style="list-style-type: none"> • Understanding of the statutory assessments in the primary phase • Able to produce effective reports for a variety of audiences • Ability to make decisions in challenging circumstances 	Application form & Interview
4.Personal Qualities	<ul style="list-style-type: none"> • Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school • The ability to form appropriate and positive working relationships with students, parents and colleagues • Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability • Ability to work under pressure and prioritise effectively 	<ul style="list-style-type: none"> • Experience of working effectively within a team. • Experience of effectively leading a team • A willingness to contribute to the broader life of the school. 	Application form Interview

	<ul style="list-style-type: none"> • Commitment to maintaining confidentiality at all times • The ability to motivate and lead colleagues and to contribute to their professional development • Commitment, reliability and high professional standards including Safeguarding and Equalities • Effective oral and written communication skills • Ability to work with a level of independence • Ardent self-developer with a desire to grow and exercise greater levels of leadership. 		
5.Additional Contractual Obligations	<ul style="list-style-type: none"> • A willingness to work with colleagues of other schools. 		Application form Interview