

PERSON SPECIFICATION

Job Title: Teacher (12 Month Maternity Cover)

Salary: MPS/UPS

Allowance: SEN

Method of Assessment (M.O.A)

A.F = Application Form, I = Interview, T = Test of Exercise P= Presentation

CRITERIA	<u>ESSENTIAL</u>	<u>DESIRABLE</u>
EXPERIENCE	Experience of teaching children and/or young people with a range of abilities and individual needs. AF/I Experience of planning and delivering engaging, differentiated and adaptive learning. AF/I/T Experience of assessing pupil progress and using assessment to inform teaching and learning. AF/I Experience of working effectively with colleagues, support staff and other professionals. AF/I	Experience of teaching or supporting pupils with SEND and/or complex needs. AF/I Experience of working within a specialist educational setting or multidisciplinary team. AF/I
SKILLS AND ABILITIES	Ability to plan and deliver creative, ambitious and personalised learning that meets pupils' individual needs and starting points. AF/I/T Ability to adapt teaching, resources and approaches to enable all pupils to access learning and make progress. AF/I/T Good understanding of SEND and the potential barriers to learning and participation experienced by pupils. AF/I Ability to build positive relationships with pupils and promote their communication, independence, wellbeing and engagement. AF/I Ability to assess, monitor and record pupil progress effectively. AF/I Ability to effectively deploy and provide direction to Teaching Assistants and other classroom support staff. AF/I	Knowledge of specialist SEND teaching approaches, communication strategies and/or assistive technology. AF/I Understanding of EHCPs and personalised approaches to learning. AF/I

	Ability to work collaboratively with parents/carers, colleagues and other professionals. AF/I Good organisational, communication and ICT skills. AF/I Good understanding of safeguarding and the responsibilities of a teacher in promoting the welfare of children and young people. AF/I	
QUALIFICATIONS AND PERSONAL DEVELOPMENT	Qualified Teacher Status (QTS) or recognised equivalent. AF Commitment to continuous professional development and willingness to undertake training relevant to the needs of pupils and the role. AF/I	Relevant training or professional development relating to SEND or specialist education. AF/I
PERSONAL QUALITIES	High expectations and ambition for all pupils. Patient, empathetic and sensitive to the individual needs of pupils and their families. Positive, resilient, flexible and adaptable. Able to work effectively as part of a team. Committed to equality, diversity and inclusion. Demonstrates high standards of professionalism, integrity and confidentiality. Committed to the ethos and values of Wilson Stuart School and the Trust. AF/I	Willingness and ability to teach within any of Wilson Stuart School's pathways or Key Stages, according to the needs of the school. AF/I Ability to adapt teaching practice to different curriculum approaches, developmental levels and individual pupil needs. AF/I/T Willingness to contribute to educational visits, enrichment opportunities and the wider life of the school. AF/I
SAFEGUARDING	Commitment to safeguarding and promoting the welfare of children and young people. AF/I Understanding of the particular safeguarding needs and vulnerabilities of children and young people with SEND. AF/I Enhanced DBS clearance is essential. <i>This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement of the role</i>	