



## The Northumberland Church of England Academy

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| <b>Teacher of Children with Severe or Profound and Multiple Learning Difficulties<br/>Castle School</b> |
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### Person Specification

#### Personal Attributes (identified from form, reference and interview)

Essential:

- A positive, innovative approach to all aspects of work.
- The ability to work under pressure.
- Sensitivity to the needs of others.
- A creative approach to problem solving.
- A clear vision for education, and a determination to raise standards of achievement of all children.
- The ability to work collaboratively as part of a team and using your own initiative.
- A calm, yet assertive style of classroom management.
- Highly organised with the ability to lead others.
- Ensures that the safety and welfare of children and young people is at the centre of all work.

Desirable: A sense of humour.

#### Skills (identified from form, reference and interview)

Essential:

- Exceptional teaching skills-the ability to inspire and motivate children.
- Good communication skills, both written and oral.
- Ability to plan and deliver lessons effectively using a range of strategies appropriate to the needs of children with severe or profound and multiple learning difficulties, including National Curriculum/alternative assessment systems.
- Ability to use ICT effectively.
- Ability to meet a range of learning needs using a variety of learning styles.
- Ability to manage challenging behaviour effectively and calmly.
- Ability to work effectively as part of a multidisciplinary team.
- Knowledge of the use of assessment to raise standards.

Desirable: Knowledge of a range of communication approaches e.g. PECs and Makaton.

#### Professional Development (identified from form and interview)

Essential: Knowledge of a wide range of effective teaching styles.

Willingness to take a positive and proactive role in own professional development.

Desirable: Evidence of relevant continuing professional development.

**Experience (identified from form, references and interview)**

Essential: Experience of assessing and teaching children who have severe or profound and multiple learning difficulties.

**Qualifications (identified from application form)**

Essential: Qualified teacher status (QTS).

Desirable: Qualifications in severe or profound and multiple learning difficulties.