

THE CHERWELL SCHOOL

Opportunity, Responsibility, Excellence

Person Specification – Special Education Needs Teacher

Criteria	Essential	Desirable	How Assessed
Experience	<ul style="list-style-type: none"> • Qualified Teacher Status • An appropriate degree • Experience of teaching Key Stages 1 & 2 	<ul style="list-style-type: none"> • Experience of teaching KS3 • An understanding of expectations of students at the end of Key Stage 1 & 2 	<ul style="list-style-type: none"> • Application Form • References
Knowledge and Understanding	<ul style="list-style-type: none"> • Knowledge of effective teaching and assessment methods • Thorough knowledge of the primary curriculum • Good ICT skills • Good understanding of AFL 	<ul style="list-style-type: none"> • Rich understanding of the learning process • An understanding of effective approaches when teaching students with low literacy levels • Ability to use and understand assessment data 	<ul style="list-style-type: none"> • Interview • Application Form • Sample Lesson
Teaching and Learning	<ul style="list-style-type: none"> • Commitment to raising achievement across a key stage • Willingness to learn, develop and share skills • High expectations of all pupils • Ability to create an effective learning environment for all students 	<ul style="list-style-type: none"> • Evidence of successful lesson planning and delivery • Evidence of highly effective differentiation 	<ul style="list-style-type: none"> • Sample Lesson • Application Form
Skills and Attributes	<ul style="list-style-type: none"> • Ability to establish good working relationships with colleagues • Ability to work in a team • Good time management • Good communication skills • Ability to be flexible and adapt to the needs of the school and students 	<ul style="list-style-type: none"> • Evidence of innovative practice • Evidence of effective intervention teaching or specific targeted literacy teaching 	<ul style="list-style-type: none"> • Interview • References
Personal Qualities	<ul style="list-style-type: none"> • High expectations of students and colleagues • Enthusiastic and committed • A sense of humour • Open-mindedness • A growth mindset • A forward thinking approach • Willingness to be actively involved in an extensive extra-curricular programme 	<ul style="list-style-type: none"> • Charismatic – having a presence 	<ul style="list-style-type: none"> • Interview • Sample Lesson

Safeguarding and Wellbeing	<ul style="list-style-type: none"> • A commitment to safeguarding duty and promoting children's wellbeing in accordance with school guidelines • A commitment to support the School Leadership team (SLT) to set a culture which supports the mental health and wellbeing of all members of the community • To uphold and promote the values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs within the school community 	<ul style="list-style-type: none"> • Desire to take on further/ advanced Safeguarding training and responsibilities • Evidence of CPD undertaken in this area 	<ul style="list-style-type: none"> • Application Form • References • Formal Interview
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September 2022