



Abbey School
Teacher Early Years - Person Specification

Method of Assessment:

AF: Application Form I: Interview T: Test or Task/presentation CQ: Certificate or Qualification

	Essential	Desirable	Method of Assessment
Qualifications and Professional Development			
Qualified teacher status	✓		CQ/AF
GCSE Grade C or above in mathematics or English or equivalent qualification	✓		CQ/AF
Willing to undertake regular training and professional development as and when required e.g. NPQML	✓		AF
Working knowledge of SEND Code of Practice 0-25 years		✓	AF/I/T
Experience			
Has experience of teaching children or young people with SEND in a mainstream, resource base or special school setting		✓	AF
Experience of teaching multiple subjects	✓		AF
Experience of curriculum or subject leadership	✓		AF
Experience of Working in Early years	✓		AF
Knowledge and understanding			
Knows how to use ICT effectively to enhance learning and communication	✓		I/T/AF
Understands that pupils with SEND may experience persistent differences with social interaction, social communication and understanding emotions		✓	AF/I/T/CQ
Understands barriers to completing homework and sitting tests and exams for pupils with SEND conditions and knows how to support pupils to break down barriers	✓		I/T
Knows how to use personal interests and strengths to motivate pupils to engage in learning	✓	✓	I/T
Knowledge of accreditation routes	✓		I/T/AF
Have a good understanding of phonics and how it can be adapted to suit SEND children			I/T/AF
			I/T/AF
Skills & Abilities			
Is able to provide and maintain visible and predictable structure for pupils	✓		I/T
Is able to provide opportunities for pupils to apply learning in different contexts and situations	✓		I/T
Able to provide pupils with clear boundaries and consistent support with engagement, learning, emotional regulation, sensory needs and behaviour management.	✓		I/T
The ability to use restorative approaches to minimise conflict and build and maintain effective partnership working with pupils and parents	✓		I/T
Able to facilitate pupil participation and involvement in all aspects of school life	✓		I/T
Able to effectively role model what is expected of others	✓		I/T

Other			
A commitment to communicate and involve parents and pupils in the work of the school	✓		I/T
An awareness and understanding of, and commitment to, equal opportunities	✓		I/T
A heightened awareness of the issues involved in the education of children with SEND		✓	A/F
Willingness to have a DBS check and other pre employment checks completed	✓		I

Key: AF – Application Form I – Interview O - Observation R – Reference

This specification has been prepared in accordance with the requirements of the Council's Equal Opportunities in Employment Policy. We undertake to make any 'reasonable adjustments' to a job or workplace to counteract any disadvantages a disabled person may have.

In the event of a large number of applicants meeting the essential criteria, desirable criteria or occupational testing may be used as a further shortlisting tool. Disabled applicants who meet the essential shortlisting criteria will be guaranteed an interview.