

PERSON SPECIFICATION

Job Title: Teacher

Salary: MPS/UPS + SEN Allowance

Method of Assessment (M.O.A)

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

CRITERIA	<u>ESSENTIAL</u>	M.O.A.
EXPERIENCE (Relevant work and other experience)	Experience teaching pupils with Severe Learning Difficulties (SLD), with understanding of additional needs such as PMLD, physical disabilities, sensory needs or medical complexities.	AF/I
	Experience working within a multi-professional team including therapists (SaLT, OT, Physiotherapy), medical staff and support assistants.	AF/I
	Experience delivering personalised, multi-sensory learning programmes.	AF/I
	Demonstrates strong subject and curriculum knowledge relevant to pupils working significantly below age-related expectations.	AF/I
	Clear evidence of safeguarding knowledge, including understanding of the needs of vulnerable pupils and what makes a school safe.	
SKILLS AND ABILITIES (E.g. Communication skills, working with pupils, professional qualities)	Able to use alternative and augmentative communication methods (AAC) such as Makaton, Intensive Interaction, symbols, communication aids, and objects of reference.	AF/I/T
	Ability to deliver creative, engaging and highly differentiated learning to pupils with a wide range of SLD needs.	AF/I/T
	Strong ability to work with mixed-ability and mixed-age classes within a pathway structure.	AF/I/T
	Clear communicator with strong written and verbal skills.	AF/I/T
	Familiar with a range of assessment approaches suitable for pupils working below national expectations.	AF/I/T
	Excellent organisational skills and ability to meet deadlines.	AF/I/T
	Calm, resilient and able to manage challenging situations positively.	AF/I/T

	Adaptable and flexible in planning and delivering lessons for pupils with diverse needs.	AF/I/T
	Sensitivity to the needs of pupils with disabilities and empathy for families facing complex challenges.	AF/I/T
	Committed to effective communication and partnership with parents and carers.	AF/I/T
	Confident using ICT to support teaching and assessment.	AF/I/T
TRAINING	Strong interest in ongoing professional development related to SLD, complex needs and specialist pedagogies.	AF/I
	Willingness to follow school-wide protocols and contribute to consistent practice across the pathway.	AF/I
	Good understanding of current trends and innovations in special education.	AF/I
EDUCATION/ QUALIFICATIONS	Good standard of general education.	AF/I
NB Full regard must be paid to overseas qualifications	Qualified Teacher Status (QTS/QTLS)	AF/I
	Additional training or qualifications in SEN are desirable (e.g., autism training, sensory integration awareness, Makaton levels).	AF/I
OTHER	Willingness to participate in enrichment activities, including occasional residential or extended-day learning where required.	AF/I
SAFEGUARDING	Enhanced DBS clearance is essential.	AF/I
	This post is covered by Part 7 of the Immigration Act (2016); ability to speak fluent English is essential.	AF/I