**VILLA REALSCHOOL**

**POST OF TEACHER**

**CRITERIA AND PERSON SPECIFICATION**

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **APPLICATION** | * Well structured supporting letter indicating beliefs and understanding of important educational issues effecting Special School or Children with Special needs * Fully supported in references | Clear understanding of approaches used with pupils with severe communication difficulties and/or Autism | Application and reference |
| **QUALIFICATIONS** | * Qualified teacher status | * Recognised qualification in education of pupils with SEN | Application |
| **EXPERIENCE** | * Experience of working successfully and co-operatively as part of a team within an Education setting. * Experience of teaching children with severe Autism and / or severe SLD and a range of learning disabilities * Experience in managing distressed behaviour | * Experience of working with children with complex medical needs * Understanding secondary curriculum for pupils with severe Special Needs * Experience of coordinating a subject | Application, reference and interview |
| **PROFESSIONAL DEVELOPMENT SKILLS** | * Willingness to undertake professional development in the education of pupils with complex needs * Ability to communicate effectively in a variety of situations * Ability to work as part of a multi-professional team * Proven classroom management skills * Ability to work in and lead a team * A willingness to take on responsibility for a curriculum area. | * Evidence of relevant professional development * Curriculum management – leadership, planning, delivery and assessment of the whole school curriculum for pupils with SEN and management of one curriculum area across the whole school | Application  Application, reference and interview |
| **SPECIAL KNOWLEDGE** | * A clear vision and understanding of the requirements of pupils with SEN. * Detailed knowledge of the structure and content of the 2 – 19 curriculum and how to adapt programmes of study for children with learning disabilities, Autism and complex needs. * Understanding and knowledge of the current issues relating to education * Understanding and knowledge of issues regarding safeguarding | * Practical understanding of the range of behaviour that SEN pupils present * Detailed knowledge of the structure and content of the National Curriculum and the appropriate curriculum for pupils with Autism, SLD and PMLD | Application reference and interview |
| **PERSONAL ATTRIBUTES** | * Ability to demonstrate enthusiasm and sensibility whilst working with others * Ability to manage change * Ability to work with parents as partners * A good health and attendance record * Evidence of being able to build and sustain effective relationships with staff, governors, parents, other agencies and the wider community * Flexibility and adaptability in order to be able to mix and work with a wide range of people * A positive attitude to the management of student’s behaviour * Resilience |  | Reference and interview |