

**Person Specification Teacher for SEMH Resource Base TLR 2A + SEN Allowance**

<b>MINIMUM ESSENTIAL REQUIREMENTS</b> D= Desirable			<b>METHOD OF ASSESSMENT</b>
<b>1. Training, Qualifications, Experience</b>			
*	1.1	To be a qualified teacher.	Application Form
	1.2	NASENCO trained (D)	Application Form
*	1.3	To have experience of co-ordinating provision and/or working with children who have Social, Emotional and Mental Health needs	Application Form/Interview
	1.4	Knowledge, experience and understanding of Emotion Coaching/TEACCH/PACE and Zones of Regulation (D)	Application Form/Interview
*	1.4	To have had successful experience of teaching in primary school/s	Application Form
*	1.5	To have experience of using data and evaluation strategies successfully to measure impact and inform improvement.	Application Form/Interview
*	1.6	To have had experience of planning, determining, organising and evaluating an aspect of the school and/or the curriculum.	Application Form/Interview
<b>2. Abilities</b>			
	2.1	The ability to demonstrate excellent teaching skills and practice including tailoring interventions to meet the needs of individual pupils	Application Form/Interview
	2.2	The ability to raise standards of achievement and maintain high expectations of pupils.	Interview
*	2.3	The ability to initiate, manage and monitor changes and their effects. Proven ability to be flexible to changing workload demands and new challenges.	Application Form/Interview
*	2.4	The ability to lead, manage and communicate effectively with all staff ensuring the maintenance of proper professional standards including, verbal and written communication.	Application Form/Interview
	2.5	Strong listening skills and proven ability to deal with sensitive situations with integrity.	Interview
	2.6	Ability to use IT systems and to conduct analysis and produce reports	Interview
	2.7	The ability to maintain and keep under review strategies and systems for securing good behaviour and attendance on the part of the pupils.	Application Form/Interview
	2.8	The ability to promote effective links with parents, other schools, the local community and other relevant bodies.	Interview

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<b>3. Special Knowledge</b>			
*	3.1	Understanding of the learning, social, cultural and pastoral needs of pupils.	Application Form /Interview
	3.2	Understanding the six principles of Nurture and how it influences learning	Application Form/Interview
	3.3	A well-developed understanding of insecure attachment including trauma informed strategies to manage and support young people with Social, Emotional and Mental health needs. (D)	Application Form/Interview
*	3.4	Knowledge of relevant legislation and new developments in the designated role.	Application Form/ Interview
*	3.5	Awareness and understanding of the principles and practices of equal opportunities and the various cultures served by schools in inner city areas.	Application Form/ Interview
	3.6	A well-developed understanding of insecure attachment including trauma informed strategies to manage and support young people with Social, Emotional and Mental health needs. (D)	Application Form/ Interview
<b>4. Work Related Circumstances – Commitment:</b>			
*	4.1	To all aspects of Equal Opportunities (equity, diversity and inclusion) and Safeguarding	) Application Form.
*	4.2	To promoting the school as part of the community, upholding and promoting the ethos and values of the school.	
*	4.3	To supporting the members of the Senior Leadership Team in the management of the designated role.	
*	4.4	To the development of the professional effectiveness of all staff within the designated role.	
	4.5	To self-reflect on personal value judgements and practise.	