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**Sir Tom Finney Community High School**

**Teacher**

**Person Specification**

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| **STANDARD** | **ESSENTIAL** | **HOW**  **IDENTIFIED** | **DESIRABLE** | **HOW**  **IDENTIFIED** |
| Training and  Qualifications | * Qualified Teacher Status (QTS) * Recent and relevant involvement in professional development * Be prepared to continue with further professional development and training | Application  Form and  Interview  process | * Relevant degree * Relevant special needs qualifications or experience | Application  Form and  Interview  process |
| Experience | * Evidencing quality teaching and learning * Experience as a form/pastoral tutor * Experience of co-ordinating/or supporting leading of a subject area * Evidencing flexibility and adaptability to teach across a wide range of subjects and ages | Application  Form and  Interview  process | * Teaching experience within a special school setting * Teaching experience of students with a wide range of special educational needs and learning difficulties and disabilities * Knowledge, skills and experience of complex, severe and profound learning difficulties and disabilities * Knowledge and skills in the teaching and learning of core subjects (English/Maths), computing, PSHE for example | Application  Form and  Interview  process |
| Teaching and  Learning  Skills, Knowledge and abilities | * Demonstrate knowledge of the statutory requirements for the education of a generic special needs population * Demonstrate an awareness and knowledge of curriculum planning and delivery across different key stages. * Ability to take responsibility for co-ordinating and leading a specific subject area(s) * Experience of writing subject policy and guidance, schemes of work and assessment criteria for a generic special needs population in a specific subject area. * Demonstrate practical knowledge and awareness of adaptive, differentiated and creative approaches to delivery * Experience of monitoring and evaluation procedures across subject areas * Demonstrate practical knowledge of a range of assessment, recording and reporting procedures * Proficient in the use of ICT * To be flexible and adaptable to plan and deliver teaching across a wide range of subjects; monitoring and evaluation learning across a wide range of SEND/LDD and age ranges * To be able to manage time effectively and efficiently to meet deadlines for planning, target setting and reporting * To be aware of and able to demonstrate a knowledge of inclusion and inclusive practice * Demonstrate experience of working and liaising with colleagues * Demonstrate a flexible and adaptable approach to ways of working and in dealing with a wide range of individuals * Demonstrate effectiveness of working with and leading staff teams * Show willingness to engage in continuing professional development opportunities * Contribute to and support the whole school ethos and vision * Demonstrate a knowledge of working with parents and other professionals * Demonstrate enthusiasm, and commitment to promoting opportunities for all students to reach their potential * To be aware of current legislation, code of practise and Education, Health Care Plan process * Demonstrate a knowledge of approaches to positive behaviour learning and support * To maintain a good sense of humour | Application  Form and  Interview  Process  Application  Form and  Interview  process | * Leading professional development opportunities for colleagues related to specific area(s) * Experience of leading annual review reporting procedures and establishing IEP targets and EHCP outcomes * Experience in the use of systems and tools for assessment * Demonstrate knowledge of a range of accreditation opportunities for a generic SEN population * Experience of a communication focussed sensory curriculum * Knowledge of or trained to use Team Teach methodologies or equivalent * Demonstrate a knowledge of risk assessment, for example to deliver educational visits | Application  Form and  Interview  process  Application  Form and  Interview  process |
| Special working conditions | * Be willing to support out of school/extended activities if required * Be willing to participate in one off events and activities including residential visits * Attend and contribute to meetings and training opportunities which may include evenings. * Completion of health check monitoring form | Application  Form and  Interview  process |  |  |