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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
 | ApplicationForm andInterviewprocess | * Relevant degree
* Relevant special needs qualifications or experience
 | ApplicationForm andInterviewprocess  |
| 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
 | ApplicationForm andInterviewprocess | * 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
 | ApplicationForm andInterviewprocess |
| 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

  | ApplicationForm andInterviewProcessApplicationForm andInterviewprocess | * 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
 | ApplicationForm andInterviewprocessApplicationForm andInterviewprocess |
| 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
 | ApplicationForm andInterviewprocess |  |  |