The Person Specification is related to the requirements of the post as determined by the Job Description. Short listing is carried out on the basis of how well you meet the requirements of the Person Specification. You should refer to these requirements when completing your application.

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| **Physical** | **Essential or Desirable** | **Evidence** |
| Good Health and excellent attendance record | E | AF  Heath Check (OHU) |
| Ability to assist with the moving and handling of pupils | E | AF/I |
| Must be able to withstand the pressures of the job | E | AF/I  Heath Check (OHU) |
| Appropriate appearance and presence | E | AF |

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| **Training and Qualifications** | **Essential or Desirable** | **Evidence** |
| Qualified Teacher Status | E | AF |
| Commitment to personal and professional development | E | AF/I |
| Degree | E | AF |
| Recent SEND specific training | E | AF |
| SEND qualification | D | AF |

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| **Experience** | | |
| Teaching pupils with SEND in a specialist setting | E | AF/I |
| Working with learners with a wide range of needs | E | AF/I |
| Teaching pupils with complex needs | D | AF/! |
| Teaching an informal/semi-formal curriculum | D | AF/I |
| Managing a team of classroom staff | D | AF/I |
| Leading and managing a subject area | D | AF/I |

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| **Knowledge, Skills and Understanding** | | |
| Relate positively with staff, parents and other professionals | E | AF/I |
| Effective and innovative teaching and learning strategies to support learners with a wide range of needs | E | AF/I |
| Use of positive behavioural strategies to support learners | E | AF/I |
| Professional confidentiality, sensitivity and discretion | E | I |
| Effective use of ICT in teaching and learning | E | AF/I |
| Commitment to safeguarding | E | AF/I |
| Knowledge of Health and Safety | E | AF/I |
| Working knowledge of effective pedagogy across subjects | D | AF/I |
| Local and national policies, priorities and statutory frameworks | D | AF/I |

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| **Personal Skills and Attributes** | | |
| Excellent inter-personal skills | E | AF/I |
| Highly effective communication skills | E | AF/I |
| Demonstrate an ability to respond calmly and with flexibility to the ever changing landscape of a special school | E | AF/I |
| High levels of commitment, enthusiasm and integrity | E | I |
| Ability to prioritise time effectively | E | I |
| Stamina and ability to maintain work-life balance | E | I |