

Person Specification – PHS Teacher

<u>Attributes</u>	<u>Essential</u>	<u>Desirable</u>	<u>Measured</u>
Qualifications and Education	<ul style="list-style-type: none"> • BA/BSc/BEd or equivalent • Qualified Teacher Status 	<ul style="list-style-type: none"> • Professional qualifications relating to SEN 	Application form
Experience	<ul style="list-style-type: none"> • At least 2 years of successful experience in schools, • Evidence of class based teaching consistently rated Good or better • Experience of teaching ASD pupils • Experience of successfully managing children with challenging behaviours • Experience of working within a close knit team • Experience of working across at least 2 Key Stages • Experience of differentiating tasks and activities across a wide range of abilities • Evidence of participation in the development of a whole school curriculum 	<ul style="list-style-type: none"> • Experience of leading a team of both teaching staff and non-teaching staff • Experience of KS3 and 4 • Experience of the organisation of the examination system at GCSE and Foundation Skills level • Experience as a SENCO • Experience in writing and/or contributing to IEPs EHCPs and or Annual Reviews • Experience of monitoring progress and achievement across key stages • Experience of developing a personalised curriculum to include life and independence skills for children with SEN • Experience of taking pupils through transitions at all stages, including into adult life • Experience of leading CPD activities for others • Experience with working with a wide range of professionals. E.g. 	Application form Interview Reference

		Educational Psychologists, Speech & Language Therapists etc.	
Training	<ul style="list-style-type: none"> • Appropriate post initial professional training in ASD 	Attendance on courses relating to: <ul style="list-style-type: none"> • Special Education • Child Development • Health and Safety • Safeguarding 	Application form
Knowledge and Skills	<ul style="list-style-type: none"> • Creative approach to learning • Experience of school development planning, self evaluation and monitoring • Ability to set SMART targets, meet deadlines and work under pressure • Good staff/people management skills • Knowledge and understanding of ASD issues • Good ICT skills 	<ul style="list-style-type: none"> • Experience of developments relating to assessment and progress • Involvement in preparation of a SEF and engaging with an OFSTED inspection 	Application form Interview Reference
Personal Qualities	<ul style="list-style-type: none"> • Excellent communication / interpersonal skills • Ability to remain calm and focussed under pressure • Non-judgemental • Ability to relate to people at all levels • Caring and understanding approach • Sense of humour • Willingness to embrace and promote the school ethos • Flexibility of thinking in all areas • Patience, patience and yet more patience 	<ul style="list-style-type: none"> • Enthusiastic team approach to management • Adaptable and versatile approach • Flexibility, enthusiasm to embrace change 	Interview Reference
Interests / Motivation relevant to the post	<ul style="list-style-type: none"> • Pro-active approach to parental and other community involvement 	<ul style="list-style-type: none"> • Ability to contribute to extra curricula activities • Interests other than education 	Interview