

**‘PROUD of the Hatton Way; LEARNING, GROWING, ACHIEVING TOGETHER’**

**PERSON SPECIFICATION**

<b>Post Title : Teacher</b>		
<b>Qualifications &amp; Training</b>	<b>Essential/ Desirable</b>	<b>Application(A) Interview(I)</b>
<ul style="list-style-type: none"> <li>• DfE recognised qualification or overseas equivalency</li> <li>• First aid qualification</li> <li>• Trained in the use of Makaton, PECS, or other relevant language and communication programme.</li> <li>• Experience of knowledge of TEACCH, Sherbourne, Intensive Interaction.</li> <li>• Evidence of Post Graduate study / CPD in relation to SEN.</li> </ul>	<p>E</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p>	<p>A</p> <p>A</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
<b>Experience</b>		
<ul style="list-style-type: none"> <li>• Experience of working with primary aged pupils or pupils with Special Educational Needs.</li> <li>• Experience of working in a mainstream and/or Special School environment.</li> <li>• Proven high standards of classroom management, teaching and organisation skills.</li> <li>• Experience of working with parents and other agencies.</li> <li>• Experience of working in both Special School and mainstream.</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
<b>Knowledge and Skills</b>		
<ul style="list-style-type: none"> <li>• Ability to read and write clearly and accurately in order that meaning is understood and conveyed.</li> <li>• Excellent spoken English</li> <li>• IT Skills to include Word, Outlook (emails and attachments), Powerpoint, Photographs and photocopiers</li> <li>• Able to deal with children’s basic health and hygiene needs including personal care</li> <li>• Willingness to support children on a range of curriculum activities and therapies both in school and the local community</li> <li>• Ability to work positively and supportively with children who exhibit complex and difficult behaviours.</li> <li>• Up to date knowledge of the National Curriculum.</li> <li>• Awareness of SEN Code of Practice and current SEN initiatives.</li> <li>• Willingness to drive the school minibus</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>	<p>A/I</p> <p>I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>I</p>
<b>Personal Qualities</b>		
<ul style="list-style-type: none"> <li>• Ability to work under pressure and remain calm</li> <li>• Commitment to working in partnership with parents, carers and other professionals</li> <li>• Recognise the skills required to work with a diverse population of both staff and families and be able to adapt to their needs</li> <li>• Understand and demonstrate confidentiality</li> <li>• Ability to be flexible and work as part of a busy team</li> <li>• Ability to work under own initiative</li> <li>• General good level of physical fitness</li> <li>• Ability to respond constructively to unexpected situations.</li> <li>• A sense of humour.</li> <li>• Ability to be diplomatic and sensitive in interactions with colleagues, teaching and non-teaching staff.</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A/I</p> <p>I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>I</p> <p>A/I</p> <p>I</p> <p>A/I</p>

Other Criteria		
<ul style="list-style-type: none"> <li>• Excellent punctuality and reliability</li> </ul>	E	A
<ul style="list-style-type: none"> <li>• An understanding of and commitment to Equality and Diversity</li> </ul>	E	A/I
<ul style="list-style-type: none"> <li>• An understanding of and commitment to Health and Safety</li> </ul>	E	I
<ul style="list-style-type: none"> <li>• A commitment to the safeguarding and welfare of all children and the ability to work within the school's Safeguarding Policy and procedures</li> </ul>	E	A/I
<ul style="list-style-type: none"> <li>• The ability to form and maintain appropriate relationships and personal boundaries with children, families and colleagues</li> </ul>	E	I
<ul style="list-style-type: none"> <li>• Enhanced DBS check will be required for successful candidate</li> </ul>	E	A