# Person Specification – Teacher

Earley Springs School, Harrietsham  
“Where Every Child Can Shine”

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| Category | Essential Criteria | Desirable Criteria |
| Qualifications & Training | • Qualified Teacher Status (QTS) or equivalent. • Evidence of continuing professional development. • Sound knowledge of the National Curriculum and/or EYFS and Engagement Model. | • Additional SEN qualifications or training (e.g. SCERTS, TEACCH, PECS, Makaton, SPELL, Autism Education Trust). • First Aid qualification or willingness to undertake training. |
| Experience | • Experience teaching or supporting children with special educational needs, particularly communication and interaction difficulties. • Experience of adapting and individualised planning to meet a range of needs. • Proven ability to use assessment to inform planning and measure progress. | • Experience in a special school, alternative provision, or resource-based setting. • Experience contributing to or delivering therapy-based or sensory learning interventions. |
| Knowledge & Understanding | • Understanding of child development and how pupils with SEN learn best. • Knowledge of strategies for supporting students with autism, speech and language delay, and sensory processing differences. • Understanding of safeguarding, child protection and inclusive practice. | • Familiarity with the Development Matters framework, Engagement Model, and/or B-Squared assessment systems. • Awareness of EHCP processes and multi-agency working. |
| Skills & Abilities | • Ability to deliver engaging, differentiated lessons across the Explorers, Discoverers, and Investigators pathways. • Strong communication skills with children, parents, and professionals. • Ability to foster independence, emotional regulation, and social communication. • Strong organisational skills with effective behaviour management strategies. • Ability to work collaboratively with teaching assistants, therapists, and other staff. | • Confidence in leading a small team and mentoring support staff. • Creative approach to curriculum delivery using sensory and immersive learning. |
| Personal Qualities | • Nurturing, patient, and reflective practitioner. • Passionate about inclusive education and committed to every child’s right to succeed. • Resilient, flexible, and positive in approach. • Reliable and professional with high personal standards. • Commitment to the Earley Springs ethos and values: ‘Where Every Child Can Shine.’ | • Enthusiasm for contributing to the wider life of the school – enrichment, community engagement, and thematic learning projects. |
| Safeguarding & Professional Conduct | • Demonstrates a clear understanding of safeguarding responsibilities. • Commitment to promoting the welfare of children and young people. • Willingness to undertake all required checks (Enhanced DBS, medical clearance, references). | • Up-to-date safeguarding and Prevent training certification. |