# 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. |