

PERSON SPECIFICATION

POSITION: Teacher of Pupils with SEN

GRADE: MPS/UPS (+ SEN allowance)

A. EXPERIENCE

Essential

- Proven experience of delivering a range of subjects/curriculum (including Primary if possible) to children and/young people.
- The ability to work as part of a highly effective team.
- Enthusiastic, reliable and committed.
- Possess energy, vigour, perseverance and empathy.
- Adaptable and flexible to changing circumstances.
- Knowledge of Academy policies and procedures.
- Understand and implement the Academy's behaviour management policy.
- Understand the importance of physical and emotional wellbeing.
- Demonstrate a clear commitment to develop and learn in the role.

B. SKILLS, KNOWLEDGE, ABILITIES & APTITUDES

- Ability to use initiative.
- Ability to prioritise own work effectively and adapt to meet different demands.
- Work to tight deadlines.
- Pay attention to detail and able to identify inaccuracies effectively.
- Ability to manage confidential data in a professional and sensitive way with an understanding of the Data Protection Act and GDPR.
- Good interpersonal skills, and able to communicate to staff and stakeholders on all levels.
- Ability to recognise areas for continuous improvement, make recommendations and implement.
- Proactive approach with a 'can-do' attitude.
- Excellent written and verbal communication skills.
- Flexible in approach with the ability to change or changing deadlines.
- Experience working within a fast-paced environment.





- Ability to establish positive working relationships and rapport with those working in and with the Academy.
- Ability to contribute to a team.
- Excellent organisational skills and ability to remain calm under pressure.
- Able to demonstrate a creative approach to work with the ability to resolve problems.
- Demonstrates a clear commitment to develop and learn in the role, has ability to effectively evaluate own performance and share knowledge with others.
- Understand and implement child protection/safeguarding procedures.

QUALIFICATIONS

Essential

- Educated to degree level and evidence of having successfully taught a range of subjects at either Primary or Secondary level.
- Experience of working with pupils with challenging behaviours.

Desirable

- Primary education experience.
- Experience in working with pupils with SEMH/ASD.