



Person Specification
Generic Specialist Teacher – Southfield School

Attributes	Essential	Desirable
Experience	Successful teaching experience with pupils with a wide range of SEN. Experience of planning and presenting a differentiated curriculum. Experience of/willingness to train in Behaviour Management – Team Teach. Experience of/willingness to train in communication approaches to curriculum access.	Experience of a wider range of schools and other educational establishments.
Qualifications	Qualified Teacher Status.	Higher degree qualification Postgraduate SEN course.
Training	Evidence of additional recent and continuing professional development.	Participation in work with other schools/agencies.
Special Knowledge	Awareness of the SEN Code of Practice. Conversant with National Strategies, National Curriculum. Understanding of conduct of performance management.	
Equality	A personal commitment to equal opportunities, diversity and promoting good race relations. Candidates should indicate an acceptance of and commitment to the principles underlying the Co-op’s Equal Rights policies and practices.	Trained in Equality of Opportunity.
Disposition Adjustment/Attitude	Ability to relate well to students and adults. Ability to work constructively as part of a team. Ability to remain calm under pressure. Good co-operative, interpersonal and listening skills. Flexible and willingness to accept change.	



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Practical & Intellectual Skills	<p>Practical understanding of effective teaching and evaluation strategies.</p> <p>Awareness of the characteristics of an effective special school.</p> <p>Awareness of strategies to raise pupil achievement and manage behavior.</p> <p>Able to motivate students and staff, setting high standards and provide a focus for improvement.</p> <p>Experience of adapting the National Curriculum to meet the needs of students with a wide range of SEN.</p>	<p>Experience of monitoring and evaluating teaching.</p> <p>Involvement in school improvement work.</p> <p>Specialist subject knowledge.</p>
Circumstances - Personal	<p>Will not require holiday leave during term time.</p> <p>Must be legally entitled to work in the UK.</p> <p>No contra-indications in personal background or criminal record indicating suitability to work with children/young people/vulnerable clients/finance (Enhanced DBS check required).</p>	