

# PERSON SPECIFICATION

<b>Job:</b> Teacher  <b>Grade:</b> Main or Upper Pay Range + 1 SEN Point			
	CATEGORY	ESSENTIAL	DESIRABLE
<b>Qualifications &amp; Training</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status.</li> <li>• Qualified to degree level.</li> <li>• Additional qualifications in working with pupils with Autism/special needs.</li> <li>• Evidence of ongoing professional development.</li> </ul>	/  /    /	  /
<b>Skills, Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>• Experience of teaching pupils with Autism Spectrum Disorders with or without learning difficulties.</li> <li>• A sound knowledge of assessment procedures and strategies to support pupils with autism.</li> <li>• Experience of planning individual programmes for pupils with autism / special needs.</li> <li>• A sound knowledge and practical application of Total Communication.</li> <li>• A sound knowledge and practical application of behavioural strategies and adaptations to environments to promote learning for pupils with autism.</li> <li>• A clear understanding of safeguarding issues and the capacity to respond appropriately to concerns.</li> <li>• Evidence of successful team working.</li> <li>• Proven ability to lead and motivate staff.</li> <li>• Ability to analyse assessment data to identify trends in student/pupil performance.</li> <li>• Ability to articulate a clear understanding of the educational needs of students with SEN to a wide variety of people both within and beyond school.</li> <li>• The capacity to manage time effectively, prioritise and see project through to completion.</li> </ul>	/  /  /  /  /  /  /  /  /  /	

	<ul style="list-style-type: none"> <li>Secure ICT skills.</li> <li>A commitment to promoting equal opportunities and meeting individual needs.</li> <li>Understanding of, and commitment to, developing links between home and school.</li> </ul>	/ / /	
<b>Aptitudes and Abilities</b>	<ul style="list-style-type: none"> <li>Confidence and excellent interpersonal skills.</li> <li>Ability to work constructively with others.</li> <li>Creative approach to work coupled with an attention to detail.</li> <li>Ability to establish good and productive working relationships with a range of people including pupils, parents, colleagues, and other professionals.</li> <li>Ability to be reflective and act upon constructive feedback.</li> <li>Ability to inspire respect and confidence.</li> </ul>	/ / / / / /	
<p>There is an expectation that all staff read, understand and comply with the policies and procedures set out within the school's intranet and any statutory requirements.</p> <p>CPD opportunities will be provided and where these are appropriate to the role and will be in line with annual appraisal targets.</p> <p>It is expected that all employees at Linwood School take responsibility for their Continuous Professional Development.</p>			