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| Person Specification for all Class Teachers |

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| Experience, qualifications and trainingEssential  * Qualified Teacher Status * Experience of teaching children with a range of special educational needs and disabilities needs and cognitive abilities * Quality of teaching is consistently good or better * Ability to teach pupils across the key stages * Additional relevant and recent training/ qualifications to support the teaching of children with a range of special needs [particularly children with communication and interaction needs as well as severe learning difficulties.ASD] * Experience of using an approach such as TEACCH to support the teaching and learning of pupils with ASD |

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| Knowledge skills and abilitiesEssential  * Aware of current national initiatives impacting on role within school and able to incorporate new methodology into practice * A good knowledge of relevant polices/ codes of practice and awareness of relevant legislation * Relates well to children across the age range and can confidently and competently support across the Key Stages as necessary * Competent in assessing, recording and reporting * Works constructively as part of a team, listens effectively and is sensitive to the views of others * Able to effectively manage, deploy and direct the work of support staff as appropriate to promote learning * Able to articulate personal values in relation to education and sustain a point of view against differences of opinion * Can establish an ethos conducive to promoting good relationships and high achievement whilst maintaining high standards of behaviour * Communicates effectively both verbally and in writing to a wide range of audiences * Has the ability to self-evaluate own learning needs and actively seek learning opportunities * Uses ICT and other technological equipment effectively to support and promote children’s independence, communication and learning |

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| Disposition, attitude and motivation **Essential**   * Highly motivated, energetic and committed - able and willing to set personal goals * Consistently high expectations in terms of learning and behaviour of all children * Competent and confident in own ability to carry out all duties as given within job details * Can work on own initiative, able to prioritize and manage time * Comfortable working under pressure towards deadlines * A good sense of humour with an ability to be flexible and respond willingly and appropriately to new situations * Willing to gain new skills and knowledge [e.g. through further professional development; reading; research etc.] that will improve the learning outcomes of children * Adaptable to changing circumstances and ideas * Reliability and integrity |