**Federation of Crosfield and Selhurst Nursery Schools and Children’s Centres**

**Crosfield Rainbow Group Class Teacher Person Specification**

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| **Job Title – Class Teacher Crosfield Rainbow Group April 2018** |
| **Training and Qualifications**   * Qualified Teacher Status or Early Years Teacher Status and evidence of meeting the National Standards for Teachers |
| **Essential Knowledge and Understanding**   * Thorough knowledge of the Early Years Foundation Stage and ability to articulate this to staff and parents * In-depth knowledge of effective early years pedagogy as it relates to young children with SEND * Knowledge and understanding of current developments and best practice in SEN legislation and all aspects of inclusion and pastoral care |
| **Essential Skills and Abilities**   * Excellent written and oral communication skills and ability to communicate effectively at all levels * Excellent interpersonal skills and the ability to work collaboratively within a skilled and committed staff team * Ability to work in effective partnership within a multi-disciplinary environment, including a range of therapists and outside agencies * Ability to support early identification and assessment for children with SEN, effectively managing provision mapping and planning to meet individual learning and development needs * Ability to deal with sensitive issues in a calm, positive and professional manner * Excellent organisational skills and the ability to prioritise appropriately and meet deadlines * Ability to model a range of support strategies to maximise children’s progress and promote high expectations for all learners * Good ICT skills |
| **Essential Experience**   * Teaching experience with children with SEND in the early years, ideally in a variety of settings * Experience using assessment and tracking data, observations and the recommendations of other professionals to inform future planning, including Early Help and/or Education, Health and Care Plan requests * Experience of contributing to and implementing policies, procedures and processes * Recent experience of successful working with parents/carers and other professionals * Experience of promoting staff development, observing and giving formative feedback to support staff |
| **Special Conditions**   * Commitment to safeguarding and promoting the welfare of all children * Genuine interest and commitment to working with children who have complex medical and/or significant learning needs * Commitment to equality of opportunity for all children, families and members of staff irrespective of ability, sex, ethnic background or other protected characteristic * Commitment to partnership working in a multi-disciplinary field * Commitment to work within Local Authority diversity, sustainable development, data protection, confidentiality, equalities, customer care and health and safety statements |