



TEACHING POST (GENERAL)
PERSON SPECIFICATION

The Phoenix School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The Post Holder should be able to demonstrate the following.

<i>Essential</i>	<i>Desirable</i>
<p><u>EDUCATION/TRAINING</u></p> <ul style="list-style-type: none"> • Evidence of working in the field of SEN • Qualified teacher (or undertaking QTS) <p><u>EXPERIENCE</u></p> <ul style="list-style-type: none"> • Experience of pupils with severe and profound learning difficulties and very challenging behaviour within a school setting • Knowledge and experience of pupils with ASD and additional difficulties • Experience of various communication systems <p><u>CURRICULUM</u></p> <ul style="list-style-type: none"> • An up to date understanding of National Curriculum developments and the current practice within the Field of SEN • Knowledge and understanding of the importance of Individual Education Plans in the context of a special school • Competent ICT skills 	<ul style="list-style-type: none"> • Understanding of a therapeutic curriculum • Clear understanding of strategies for successful behavioural management principals and practice • To take responsibility for a specific area of Curriculum development

<p><u>SPECIAL KNOWLEDGE/SKILLS</u></p> <ul style="list-style-type: none"> • <i>The ability to work as part of a team</i> • <i>The ability to liaise positively with parents/carers</i> • <i>A positive and sensitive attitude towards children with special educational needs, their parent/carers and to those varying from social and cultural backgrounds</i> <p><u>COMMUNITY</u></p> <ul style="list-style-type: none"> • <i>A passion for excellence and capability to enjoy the challenges associated with a Special school</i> • <i>Willingness to participate and support the school's out of hours learning opportunities</i> <p><u>PERSONAL QUALITIES</u></p> <ul style="list-style-type: none"> • <i>Excellent communication and problem solving skills</i> • <i>A sense of humour</i> • <i>Be able to deal with difficult emotionally charged situations</i> • <i>Resolve conflict and deal with criticism effectively</i> • <i>A commitment and knowledge about safeguarding vulnerable children and keeping children/young adults safe</i> • <i>A good health record</i> <p><u>APPRAISAL OR REVIEW OF PERFORMANCE</u></p> <ul style="list-style-type: none"> • <i>Participate in arrangements made in accordance with the 2012 Regulations for the appraisal or review of your performance and that of other teachers</i> 	<ul style="list-style-type: none"> • <i>Experience of working collaboratively as part of a multi disciplinary team</i> • <i>Ability to promote enthusiasm in others</i> • <i>Ability to respond flexibly to school's changing population</i> • <i>A confident swimmer</i>
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NOTE TO APPLICANTS

Applicants will only be short listed from the information provided in the Application Form and Letter of Application