EMPLOYEE SPECIFICATION

When filling in the application form, please demonstrate with clear, concise examples how you meet the requirements of the post. You will be assessed in relation to the *Essential and Desirable* criteria. Please bear in mind that you must possess the Essential Criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post then all of the criteria will be used for shortlisting. Under the Disability Discrimination Act, we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the DDA we are committed to making reasonable adjustments, wherever possible and it would help us to know your needs in order to do this.

Post Title: Teacher	**Directorate/School:** Springwell Leeds Academy	**Grade/Scale:** Please refer to advert

Criteria No	Attributes	Criteria	How Identified	Rank
1	Relevant Experience	• Experience of developing, implementing, monitoring and reviewing learning and behaviour management programmes of young people with specific support needs	Application Form/Interview	Essential
2		• Experience of working effectively within a multi-disciplinary assessment and/or support context for disaffected young people	Application Form/Interview	Desirable
3		• Experience of teaching SEMH/Challenging anxious pupils	Application Form/Interview	Desirable

4	Education and Training Attainments	• Qualified teacher status/QTLS in required areas	Application Form/Interview	Essential
5		• A further advanced qualification in the education of pupils with SEMH support needs	Application Form/Interview	Desirable
6	General and Special Knowledge	• An understanding of current approaches to the support of young people at risk of social exclusion	Application Form/Interview	Essential
7		• Knowledge of legislation as it applies to pupils with SEN/SEMH	Application Form/Interview	Desirable
8		• An understanding of inclusion and potential barriers which may face young people with SEN/SEMH and those at risk of offending	Application Form/Interview	Essential
9	Skills and Abilities	• Interpersonal skills which facilitate positive professional relationships with young people and multi-disciplinary teams	Application Form/Interview	Essential
10	Additional Factors	• Good oral and written communication skills	Application Form/Interview	Essential
11		• Ability to work effectively as a team member	Application Form/Interview	Essential
12		• Versatility, Creativity & Resilience	Application Form/Interview	Essential