

**Southfield School**

# **PERSON SPECIFICATION**

**POST TITLE: OUTREACH TEACHER**

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| **Outreach Teacher Person Specification** |
| **Criteria** | **Essential** | **Desirable** |
| Qualified teacher status | **E** |  |
| Proven experience of quality teaching and the ability to demonstrate consistently good to outstanding teaching in line with the Teachers’ Standards and the Hertfordshire Special School’s Career Stage Expectations. | **E** |  |
| Significant experience of working with children with a range of SEN including ASD/LD/ADHD/SLCN/SEMH | **E** |  |
| Experience of successful work in both special and mainstream settings |  | **D** |
| Additional qualifications and training in a relevant professional area. |  | **D** |
| Demonstrable commitment to own continued professional development through a reflective approach to practice and the desire for continued improvement. | **E** |  |
| Good knowledge of EYFS, KS1/KS2 and other relevant curricula | **E** |  |
| Knowledge of current national trends in SEN | **E** |  |
| Knowledge, understanding and skills to adapt the curriculum and teaching style to meet the needs of pupils with special educational needs. | **E** |  |
| Good ICT skills for curriculum access and as an aid for learning |  | **D** |
| Ability to plan and deliver INSET | **E** |  |
| Experience in planning and delivering INSET |  | **D** |
| Demonstrable knowledge of how to enhance pupil’s social and personal development | **E** |  |
| **Personal Attributes- must be able to demonstrate** |
| Enthusiasm optimism and a sense of humour | **E** |  |
| The ability to support behaviour which challenges in a calm, positive and consistent way. | **E** |  |
| Resilience, perseverance, energy and the drive to make a difference | **E** |  |
| Ability to work flexibly to meet the needs of pupils and the school | **E** |  |
| Ability to manage own diary | **E** |  |
| Commitment to and a genuine interest in the pastoral welfare of the school community. | **E** |  |
| Calm and organised approach to work under pressure and the ability to inspire this in others. | **E** |  |

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| **Competencies Professional Qualities: Respecting Others**: must be able to demonstrate their ability to : |
| React sensitively to other people and recognise different viewpoints, beliefs, values and opinions. | **E** |  |
| Treat the children we support and colleagues with respect, dignity, honesty and equality. | **E** |  |
| Adapt your working style and level of support to a child’s needs  | **E** |  |
| **Professional Qualities: Influential Communication**: must be able to demonstrate their ability to |
| Ensure great interactions are achieved by using a variety of communication techniques including language, tone and non-verbal behaviour. | **E** |  |
| Listen actively and display enthusiasm in your communication. | **E** |  |
| Use and present information in a manner which is persuasive, logical and understandable to the receiver. | **E** |  |
| **Professional Qualities: Facilitating Success and Improvement in Others:** must be able to demonstrate their ability to: |
| Have high expectations of themselves and others. | **E** |  |
| Use encouragement, praise and appropriate direction as necessary. | **E** |  |
| Support, motivate and inspire others to try new tasks or activities. | **E** |  |
| Seek assistance appropriately and receive feedback from others. | **E** |  |
| **Professional Qualities: Results & Quality Focus:** must be able to demonstrate the ability to: |
| Complete work to a high standard, focussing on the needs of the children and young people you support. | **E** |  |
| Take personal responsibility for the quality of your work and be willing to ‘go the extra mile’ | **E** |  |
| Work to agreed policies and procedures | **E** |  |
| **Professional Qualities: Team Work:** must be able to demonstrate the ability to: |
| Understanding of the need to work effectively and collaboratively within a team of teachers, TAs and other professionals and to develop effective working relationships.  | **E** |  |
| Ability to innovate and lead others | **E** |  |
| Good coaching mentoring skills | **E** |  |
| Knowledge and experience in working with other agencies |  | **D** |
| Experience of managing a team of adults |  | **D** |
| Ability to model excellent practice to other staff | **E** |  |
| Demonstrate cooperative working with colleagues and be able to assist when they need support.  | **E** |  |
| Work under pressure using initiative  | **E** |  |
| Recognise when to ask for help and to involve a senior colleague. | **E** |  |
| **Special knowledge and Skills:** must be able to demonstrate the ability to :  |
| Demonstrate relevant experience which makes you suitable for this role.  | **E** |  |
|  Meet the needs of the children we support in a way that is appropriate to their age, development, interests and personal circumstances | **E** |  |