

## PERSONNEL SPECIFICATION

<b>Job Title</b>	Teacher
<b>Band/Job Group</b>	Teacher Pay Scale + SEN allowance
<b>Hours/Weeks</b>	Full Time
<b>Special Conditions</b>	
<b>School</b>	The Orchard School
<b>Responsible to</b>	Head Teacher

		Essential	Desirable
Education and Certification	Teacher degree/certificate in education Qualified Teacher Status	*	
Skills and abilities	Ability to work co-operatively with multi-disciplinary professionals, governors and other agencies including parents. Ability to promote a positive image of the school together with high standards of education, care and behaviour. Ability to remain calm and reflective when working in a challenging environment. Good IT skills to support the organisation and management of own work. Proven ability to work on own initiative, be well organised, prioritise effectively and achieve results against deadlines. Proven ability to work collaboratively as part of a team, including the effective deployment of support staff. To establish a safe and stimulating environment for pupils, rooted in mutual respect.	*	
Knowledge	Evidence of sound knowledge of the current Curriculum for pupils working at pre-national curriculum levels. Initiatives to promote good to outstanding teaching, learning	*	*
Physical	Ability to perform all duties and responsibilities and able to meet the ongoing physical demands of the role	*	

Experience	<p>Experience of teaching in a Special School environment</p> <p>Experience in working with children with complex needs.</p> <p>Experience of successfully delivering a differentiated curriculum to pupils with a wide range of needs.</p>	*	* *
Managing behaviour	<p>Manage classes effectively using approaches, which are appropriate to pupils' needs in order to involve and motivate them.</p> <p>Maintain good relationships with pupils exercise appropriate authority and act decisively when necessary.</p>	* *	
Training	Willing to attend relevant training	*	
Education and Certification	<p>Teacher degree/certificate in education</p> <p>Qualified Teacher Status</p>	* *	
Wider Professional Responsibilities	<p>Attendance at and contribution to staff meetings, training days and parent's evenings.</p> <p>Be aware of and implement all school policies.</p> <p>Be responsible for the Health and Safety of pupils in their charge and staff, and to report an H&amp;S issues to Head teacher</p>	* * * *	
Legal Requirements	Enhanced DBS Check for Regulated Activity	*	