



PERSON SPECIFICATION – Teacher for the Additional Resource Provision

Responsible to: Headteacher and SENDco

The successful applicant will demonstrate the following experience, skills and characteristics:	Stage of recruitment process at which criteria will be measured:				
	Essential / Desirable	Application Form / Supporting Statement	Interview	Lesson	References
Experience:					
<ul style="list-style-type: none">To have experience of teaching in KS1/KS2	E	✓	✓	✓	✓
<ul style="list-style-type: none">To be a reflective and outstanding teaching practitioner	E	✓	✓	✓	✓
<ul style="list-style-type: none">To have teaching experience in a culturally diverse school	D	✓	✓		✓
<ul style="list-style-type: none">To have substantial teaching and leading experience, including those with additional needs	E	✓	✓		
<ul style="list-style-type: none">Evidence of further professional development which demonstrates an understanding of the current issues impacting on SEND and the role of compliance on SEND provision	D	✓	✓		
<ul style="list-style-type: none">To have experience of preparing and writing professional documents	E	✓	✓		✓
<ul style="list-style-type: none">To have experience of meeting the needs of a wide range of students	E	✓	✓		✓
Qualifications / Training:					
<ul style="list-style-type: none">To hold Qualified Teacher Status	E	✓	✓		
<ul style="list-style-type: none">Further qualification specific to meeting the needs of SEND children	D	✓			
Knowledge / Skills:					
<ul style="list-style-type: none">To know the requirements of the Primary National Curriculum	E	✓	✓	✓	
<ul style="list-style-type: none">To have good knowledge and understanding of the standards for teachers	E	✓	✓		
<ul style="list-style-type: none">To have the ability to establish and run small group interventions for pupils with additional needs	D	✓	✓		
<ul style="list-style-type: none">To have knowledge and understanding of children’s social, emotional, intellectual and physical development	D	✓	✓	✓	✓
<ul style="list-style-type: none">Ability to adapt learning plans for the specific needs of children with additional needs	E	✓	✓		



<ul style="list-style-type: none"> To be able to plan, teach and assess in order to promote good pupil progress, appropriate to different students' needs 	E	✓	✓		✓
<ul style="list-style-type: none"> Have an excellent understanding of the unique needs of pupils on the autistic spectrum and how to meet those needs within the school 	E	✓	✓	✓	
<ul style="list-style-type: none"> To have the ability to establish a positive learning environment, where pupils thrive and behave well 	E	✓	✓	✓	
<ul style="list-style-type: none"> You have good numeracy skills (e.g. GCSE Mathematics) 	E	✓	✓		
<ul style="list-style-type: none"> To be able to differentiate work 	E	✓	✓		
<ul style="list-style-type: none"> The ability to prioritise own time, work under pressure and meet deadlines with a sense of balance and perspective 	E	✓	✓		
Personal Characteristics:					
<ul style="list-style-type: none"> To be punctual, reliable, and well organised 	E	✓	✓		✓
<ul style="list-style-type: none"> To be an ambassador for the children with additional needs across the school 	D	✓	✓		
<ul style="list-style-type: none"> To be willing to participate fully in extracurricular activities 	D	✓	✓		✓
<ul style="list-style-type: none"> Evidence of a desire to set high professional standards and have high expectations of all children 	E	✓	✓	✓	✓
<ul style="list-style-type: none"> To have excellent communication and literacy skills (both oral and in writing) – the ability to make points clearly and confidently, providing information and advice in accurate written and spoken English, and able to understand the views of others 	E	✓	✓		
<ul style="list-style-type: none"> To have a commitment to continuous professional development for yourself and others 	E	✓	✓		✓
<ul style="list-style-type: none"> Able to work as part of a team and independently, as required, recognising and accepting line management 	E	✓	✓		
<ul style="list-style-type: none"> You have an awareness of and a commitment to equal opportunities 	E	✓	✓		
<ul style="list-style-type: none"> You have a commitment to safeguarding & promoting the welfare of children, young people and adults 	E	✓	✓		
<ul style="list-style-type: none"> You have an awareness and adherence to relevant health & safety regulations and policies 	E	✓	✓		

Applicants who fail to adequately address relevant criteria in their application form and supporting statement will not be considered.