

PERSON SPECIFICATION

Teacher

The Abbey School is a special school which is part of the Weydon Multi Academy Trust. We provide for children between the ages of 11-16 with learning difficulties and communication disorders. All students have statements of special educational needs. The school is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to demonstrably share this commitment.

The school's aim is to provide an outstanding environment which will enable students to grow in confidence, self-esteem, knowledge and understanding; also to equip them with the skills essential for a successful and independent life, embracing all aspects of safeguarding.

This job profile recognizes the requirements of the current pay and conditions regulations and reflects the vision, aims and policies established by the Governors of the school.

The successful candidate will be able to demonstrate the following attributes and skills at a high level.

Professional attributes

- Must be DBS enhanced cleared
- Must be Children's Barred List cleared
- Carrying out all aspects of high quality teaching and learning to support students with LD's, ASD, ADHD and similar conditions
- Personal organisation
- Commitment to the school
- Ability to evaluate own performance
- Commitment to professional development
- Target setting- use of AfL, APP, SOLAR analysis as applicable
- Management of resources
- Time management
- Knowledge of special educational needs
- Very regular use of ICT including use of interactive whiteboards and other devices
- Willingness to undertake all applicable CPD
- Ability to strongly support outstanding behaviour across the school
- Use of the wider community to support teaching and learning including off site activities
- Being a team player
- Participation in the school's performance management appraisal procedures
- Management of allocated budgets
- Participation in regular lesson observations including peer observations
- Agreeing to all policies, procedures and standards

Teaching skills

- Structured class management
- Resource management
- Environment and display
- Motivation of pupils
- Response to difficulties
- Lead a curriculum subject
- Teamwork including appropriate deployment of TAs, curriculum development with others
- Contributing to reports as needed
- High quality teaching to student targets
- Writing a brief report for the leadership team and Governors twice yearly using approved pro forma

Planning for learning

- Differentiation
- Planning small steps for progress
- Setting realistic yet challenging student targets, carrying out work to support them
- Numeracy
- Literacy
- Assessment in line with the school's policy and procedures
- Target setting. Use of CASPA and other data, participation in student assessment
- Use of agreed strategies to support students with ASDs and other complex needs

Performance Management

- Undertake appraisal with up to four annual targets related to your responsibilities, the SDP and the SEF. CPD will be a part of the objectives
- You may be the appraisal reviewer for other teachers and support staff for which appropriate CPD will be offered.