

Person Specification and selection process – PDA Teacher

This person specification will be used for recruitment to the PDA Teacher role. It will form the basis of the application form, and candidates will also be assessed against aspects of this person specification at interview.

QUALIFICATIONS (list)	ESSENTIAL	DESIRABLE	TESTING METHOD
Hold a relevant degree or equivalent qualification.	✓		Checked certificates
Hold a recognised full teaching qualification such as QTS or be willing to undergo teacher training in line with current regulations.	✓		Checked certificates
Post graduate SEN qualification.		✓	Checked certificates
STATUTORY or ROLE SPECIFIC REQUIREMENTS	ESSENTIAL	DESIRABLE	TESTING METHOD
A clear understanding of the features of high-quality teaching and learning across different key stages.	✓		Application/Interview
Ability to teach qualifications and accredited courses.		✓	Application/Interview
Commitment to the safeguarding of all learners.	✓		Application/Interview
Demonstrable effectiveness in promoting equality and diversity through teaching, managing the learning environment and challenging discriminatory behaviour and attitudes.	✓		Application/Interview
Access to transport to access satellite centres.		✓	Checked licence
KNOWLEDGE AND EXPERIENCE	ESSENTIAL	DESIRABLE	TESTING METHOD
Knowledge and experience of the	✓		Application/Interview

national curriculum			
Experience of working with students with SEN.	✓		Application/Interview
Experience of working with students with autism and pathological demand avoidance.		✓	Application/Interview
Effective in using a broad range of assessment measures as a driver for improving learners' performance.	✓		Application/Interview
Interest in working with vulnerable students.	✓		Application/Interview
Understanding of alternative and therapeutic interventions for student progression.		✓	Application/Interview
Experience of working with students with high anxieties and behaviours that challenge.	✓		Application/Interview
Proven good standard of teaching skills and abilities or demonstrable potential to attain the highest standards of teaching.	✓		Application/Interview
Innovative and competent in utilising all available resources to provide a stimulating learning environment including IT.	✓		Application/Interview
Understanding of alternative and therapeutic interventions for student progression.	✓		Application/Interview
COMPETENCES	ESSENTIAL	DESIRABLE	TESTING METHOD
Remains motivated, even when under pressure, to ensure that a high standard service to stakeholders is maintained.	✓		Application/Interview
Excellent communication and facilitation skills with all stakeholders.	✓		Application/Interview
Excellent team working skills with a record of	✓		Application/Interview

working co-operatively to achieve individual and team goals.			
Excellent interpersonal skills and the ability to communicate effectively, both verbally and in writing, with all stakeholders.	✓		Application/Interview
Committed to reflecting on own performance, seeking and accepting constructive feedback and learning from own experiences.	✓		Application/Interview
A high level of tolerance and an entirely non-judgemental attitude to children whose behaviour may be challenging.	✓		Application/Interview
Adopt a reflective and restorative approach to relationships.	✓		Application/Interview

As part of The Link School's/Orchard Hill College & Academy Trust's pre-appointment checks, current and past employers will be contacted for shortlisted candidates.

Any discrepancies or anomalies, and/or issues from references will be discussed at interview with shortlisted candidates.