PERSON SPECIFICATION

Job: Teacher

Grade: Main or Upper Pay Range + 1 SEN Point

	CATEGORY	ESSENTIAL	DESIRABLE
Qualifications & Training	• Qualified Teacher Status.	/	
	• Qualified to degree level.	/	
	• Additional qualifications in working with pupils with Autism/special needs.		/
	• Evidence of ongoing professional development.	/	
Skills, Knowledge & Experience	• Experience of teaching pupils with Autism Spectrum Disorders with or without learning difficulties.	/	
	• A sound knowledge of assessment procedures and strategies to support pupils with autism.	/	
	• Experience of planning individual programmes for pupils with autism / special needs.	/	
	• A sound knowledge and practical application of Total Communication.	/	
	• A sound knowledge and practical application of behavioural strategies and adaptations to environments to promote learning for pupils with autism.	/	
	• A clear understanding of safeguarding issues and the capacity to respond appropriately to concerns.	/	
	• Evidence of successful team working.	/	
	• Proven ability to lead and motivate staff.	/	
	• Ability to analyse assessment data to identify trends in student/pupil performance.	/	
	• Ability to articulate a clear understanding of the educational needs of students with	/	

	SEN to a wide variety of people both within and beyond school. • The capacity to manage time effectively, prioritise and see project through to completion. • Secure ICT skills. • A commitment to promoting equal opportunities and meeting individual needs. • Understanding of, and commitment to, developing links between home and school.	/ / / /	
Aptitudes and Abilities	• Confidence and excellent interpersonal skills. • Ability to work constructively with others. • Creative approach to work coupled with an attention to detail. • Ability to establish good and productive working relationships with a range of people including pupils, parents, colleagues, and other professionals. • Ability to be reflective and act upon constructive feedback. • Ability to inspire respect and confidence.	/ / / / / /	

There is an expectation that all staff read, understand and comply with the policies and procedures set out within the school's intranet and any statutory requirements.

CPD opportunities will be provided and where these are appropriate to the role and will be in line with annual appraisal targets.

It is expected that all employees at Linwood School take responsibility for their Continuous Professional Development.