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| EMPLOYEE SPECIFICATION When filling in the application form, please demonstrate with clear, concise examples how you meet the requirements of the post. You will be assessed in relation to the Essential and Desirable criteria. Please bear in mind that you must possess the essential criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post, then all of the criteria will be used for shortlisting. Under the Disability Discrimination Act (DDA), we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the DDA we are committed to making reasonable adjustments wherever possible and it would help us to know your needs in order to do this. |

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| **Post Title:** Special Needs Teacher | **Directorate / School:** Springwell Learning Community | **Grade / Scale:** MPS/UPS + SEN Allowance |

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| **Criteria No.** | **Attributes** | **Criteria** | **How Identified** | **Rank** |
| 1  2  3  4 | Relevant Experience | * Experience of developing, implementing, monitoring and reviewing highly effective lessons for young people with SEN needs (MLD, ASD, SLC) in a specialist provision for key stage 3 and 4 * Experience of teaching vulnerable pupils with special needs * Experience of teaching using communication and interaction strategies * Experience of working effectively within a multi-disciplinary assessment and/or support context for vulnerable young people | Application Form / Interview  Application Form / Interview  Application Form / Interview  Application Form / Interview | Essential  Desirable  Desirable  Desirable |
| 5  6 | Education and Training Attainments | * Qualified teacher status/QTLS in required areas. * Further SEN specialist training or qualification | Application Form / Interview  Application Form / Interview | Essential  Desirable |
| 7  8  9 | General and Special Knowledge | * An understanding of current approaches to the support of young people with social emotional and mental health difficulties * Knowledge of legislation as it applies to pupils with SEN. * An understanding of potential barriers which may face young people with SEN. | Application Form / Interview Application Form / Interview  Application Form / Interview | Desirable  Desirable  Essential |
| 10  11 | Skills and Abilities | * Interpersonal skills which facilitate positive professional relationships with young people and multi-disciplinary teams. * Proven ability to make a positive impact on pupils’ learning and outcomes through highly effective classroom practice | Application Form / Interview  Application Form/Interview | Essential  Essential |
| 12  13  14  15 | Additional Factors | * Good oral and written communication skills * Ability to work effectively as a team member * Highly organised * Current driver’s licence | Application Form / Interview  Application Form / Interview  Application Form / Interview  Application Form/Interview | Essential  Essential  Essential  Essential |