

Person Specification

Reynalds Cross School



This school has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

All candidates are obliged to disclose in their application details of convictions, cautions and any previous concerns raised in relation to Safeguarding issues. The school will assess such evidence and determine whether this presents an acceptable risk to safeguarding. If this presents an unacceptable risk then this will be a contra-indicator and the applicant will not be shortlisted.

Post Title	Teacher	
School	Reynalds Cross School	
Salary Band/Range	Main scale pay range M1 – M6 £28000.00 - £38810.00 + SEN Allowance £2384.00	
Hours / Weeks	32.5	
Responsible to:	Headteacher	

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EDUCATION AND QUALIFICATIONS	Qualified Teacher Status/NQT	Further appropriate qualification e.g Advanced certificate in Education, BPhil or Masters Degree in ASD. Team Teach trained or equivalent	Application form
TEACHING EXPERIENCE	Teaching experience with primary SEN pupils. Experience of providing good/outstanding quality teaching and a stimulating learning environment. Knowledge and experience of working with pupils with a range of learning needs including complex behaviours. Experience of working the pupils with ASD	Teaching experience with children who have complex, moderate or severe learning difficulties, and/or autistic spectrum	Application form Task
Relationships	Able to work collaboratively and in teams. Able to foster a partnership relationship with parents – to communicate effectively, empathically and truthfully. To maintain good working relationships with other	Ability to effectively plan for and direct learning support assistants	Application form Task Interview

	professionals		
Management	Experience of leading a classroom team – able to direct staff in an effective way for each session. To help staff to reflect on their skills – coaching them where necessary i.e. ICT skills, behaviour strategies, assessment. To manage own time and those of others to meet deadlines for reports, data etc.,	Leading a team effectively – distribution of tasks	Application form Task Interview
Curriculum	A good knowledge of implementing the Curriculum differentiated at appropriate levels. An ability to plan an exciting creative curriculum meeting a range of pupils needs. Ability to plan, assess and record pupil's progress within the schools' framework. A good understanding of ICT for recording small step assessment. Enthusiasm to lead a curricular subject to assist with school improvement	Subject co-ordinator experience. Experience of curricular approaches for children with autism or challenging behaviours	Application form Interview
Communication	A high level of oral communication skills and a proven ability to relate effectively to pupils, colleagues and parents. An ability to write concise factual reports of pupil progress for the purposes of reviewing EHCP's, end of year reports, PLP's etc., To meet all deadlines	Experience of using and other alternative/augmentative communication systems including Makaton. Experience of writing annual review/reports for a range of purposes	Application form Interview
Wider professional commitment	A willingness to take an active and positive part in the school's ongoing curricular and policy development. Willingness to further own professional development through reflection of practice	Willing to lead school based INSET in chosen activity	Application form Interview
OTHER REQUIREMENTS	A commitment to safeguarding and promoting the welfare of children and vulnerable adults		Application form Interview

	<p>A commitment to the Solihull behaviours as in the Job Description.</p> <p>An enthusiasm for involvement with students, staff, governors and the school community and can contribute positively to the ethos of the school</p> <p>A willingness to undertake staff training as required, eg Child Protection / First Aid / Health & Safety</p>		References
COMPILED BY:		Date:	