

Class Teacher Person Specification

		Essential / Desirable	Method of Assessment
Qualifications & Professional Status	Qualified Teacher Status (QTS)	Essential	Application Form
	A recognised teaching qualification	Essential	Application Form
	Evidence of recent and relevant professional development	Essential	Application Form
	Post graduate or specialist qualification related to SEND or inclusion	Desirable	Application Form
	Training in Autism Spectrum Condition (ASC), communication or neurodiversity affirming practice	Desirable	Application Form
Experience	Experience of teaching pupils of primary age	Essential	Application Form
	Experience of adapting curriculum and teaching approaches to meet diverse learning needs	Essential	Application Form / Interview
	Experience of supporting pupils with SEND in a mainstream or specialist context	Essential	Application Form
	Experience of planning, delivering and assessing learning that enables pupils to make good progress	Essential	Application Form / Interview
	Experience of working collaboratively with support staff and other professionals	Essential	Application Form / Interview

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Experience <i>(Continued)</i>	Experience of working within an inclusion base, resource provision or specialist unit	Desirable	Application Form
	Experience of teaching pupils with Autism Spectrum Condition (ASC) and complex communication needs	Desirable	Application Form / Interview
	Experience of contributing to Education, Health and Care Plan (EHCP) processes and reviews	Desirable	Application Form / Interview
	Experience of liaising with external agencies and professionals	Desirable	Application Form / Interview
Skills & Professional Knowledge	Secure understanding of effective teaching, learning and assessment for pupils with SEND	Essential	Interview
	Ability to plan and deliver a differentiated, adapted curriculum that promotes progress and independence	Essential	Interview
	Strong classroom and behaviour management skills, including the promotion of positive behaviour and emotional regulation	Essential	Interview
	Ability to use assessment effectively to inform planning and improve outcomes	Essential	Interview
	Knowledge of safeguarding responsibilities and statutory requirements	Essential	Interview
	Strong communication skills, including the ability to work effectively with pupils, parents, colleagues and external professionals	Essential	Application Form / Interview
	Ability to reflect on practice and respond positively to feedback and monitoring	Essential	Interview
	Knowledge of autism friendly pedagogy, including structured teaching, visual supports and communication focused approaches	Desirable	Application Form / Interview
	Understanding of speech, language and communication development	Desirable	Application Form / Interview

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Skills & Professional Knowledge <i>(Continued)</i>	Knowledge of SEND legislation and guidance, including the SEND Code of Practice	Desirable	Application Form / Interview
	Experience of contributing to monitoring, evaluation or quality assurance processes	Desirable	Application Form / Interview
Personal Qualities & Attributes	Commitment to inclusion and high expectations for all pupils	Essential	Interview
	Patient, calm and resilient approach when working with pupils with complex needs	Essential	Interview
	Flexible and adaptable in response to changing pupil needs and provision demands	Essential	Application Form / Interview
	Reflective practitioner with a commitment to ongoing professional development	Essential	Application Form / Interview
	High standards of professionalism, integrity and organisation	Essential	Application Form / Interview
	Ability to work effectively both independently and as part of a team	Essential	Application Form / Interview
	Creative and solution focused approach to teaching and learning	Desirable	Application Form / Interview
	Commitment to promoting wellbeing, emotional literacy and pupil voice	Desirable	Application Form / Interview
	Willingness to contribute to the wider life of the school and inclusion provision	Desirable	Application Form / Interview
Safeguarding & Compliance	Clear commitment to safeguarding and promoting the welfare of children and young people	Essential	Application Form / Interview
	Willingness to comply with all school and Trust policies, including safeguarding, behaviour, health and safety and confidentiality	Essential	Application Form / Interview
	Enhanced DBS clearance (or willingness to obtain)	Essential	Application Form / Interview