



Person Specification

Job Title	Class Teacher - Cover	School	Halesbury School
------------------	-----------------------	---------------	------------------

<u>Essential</u>	<u>Assessment By</u>		
	<u>Application</u>	<u>Interview</u>	<u>Task</u>
Qualified Teacher Status	✓	✓	
Proven experience of teaching and assessing pupils with SEND (<i>Autism, ADHD, Complex Communication Difficulties, low levels of Cognition and Learning, SEMH</i>) over several key stages	✓	✓	✓
Experience of using and applying a range of Autism specific approaches e.g: - SCERTS, TEACCH, PECS, Social stories	✓	✓	✓
Proven experience of teaching Literacy/Numeracy/Phonics to pupils with SEND	✓	✓	✓
Proven experience of raising standards. Through the use of inclusion strategies to ensure engagement of all learners.	✓	✓	✓
Have worked successfully and co-operated as a member of a team along with managing other staff members.	✓	✓	✓
Experience of Child Protection procedures and a commitment to safeguarding pupils.	✓	✓	
Proven experience of using a wide range of behavioural management skills	✓	✓	✓
Demonstrate an understanding of the statutory requirements of legislation concerning Safeguarding, including Child Protection, Equal Opportunities, Health & Safety and Inclusion.	✓	✓	



Knowledge, Skills and Experience	<u>Assessment By</u>		
	<u>Application</u>	<u>Interview</u>	<u>Task</u>
Experience of understanding and delivering the TEACCH approach	✓	✓	✓
Can adapt and deliver a curriculum that is appropriate to the changing needs of pupils within school, in accordance with the School's Curriculum	✓	✓	✓
Ability to further develop personal professional skills and knowledge.	✓	✓	
Experience of recording and reporting on pupil attainment	✓	✓	

<u>Practical Skills</u>	<u>Assessment By</u>		
	<u>Application</u>	<u>Interview</u>	<u>Task</u>
Ability to plan, differentiate and implement effective teaching programmes to a class of pupils with varied levels of ability	✓	✓	✓
Ability to assess levels of pupils' communication and preferred styles of interaction	✓	✓	✓
To demonstrate and be willing to share effective teaching and learning styles and classroom practices with colleagues	✓	✓	
Promote the school's aims positively and use effective strategies to enhance motivation and morale	✓	✓	
Use ICT effectively as an integral part of teaching and learning	✓	✓	✓
Ability to implement guidance and resources received from outside agencies such as Speech and Language Therapy and Occupational Therapy to support pupils' development	✓	✓	



Establish and develop a sound professional relationship with relevant stakeholders	✓	✓	
Create a positive and effective learning environment where all pupils feel secure and confident	✓	✓	✓
To be reflective and resilient in practice	✓	✓	✓

<u>Personal Qualities and Attributes</u>	<u>Assessment By</u>		
	<u>Application</u>	<u>Interview</u>	<u>Task</u>
Good organisational, communication and listening skills	✓	✓	✓
Knowledgeable and highly competent	✓	✓	✓
Approachable, friendly and empathetic	✓	✓	✓
Patient and understanding	✓	✓	✓
Creative and flexible	✓	✓	✓
Organised and resourceful	✓	✓	✓
Passionate about the teaching and learning of children with SEND	✓	✓	✓
Ability to relate well to children, adults and a variety of other professionals	✓	✓	
Commitment to Continual Professional Development	✓	✓	
Able to work effectively both independently and as part of a team	✓	✓	✓
Hold and maintain a good attendance record	✓	✓	

Prepared By

Senior Leadership Team

Date

December 2024