Delamere School

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www.thebirchesschool.org

Head Teacher: Mr Andrew Pitts

Teacher Appointment

Person Specification



Head of Independent Learners – Person Specification

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| **Attributes**  | **Essential**  | **Desirable**  | **Application**  | **Lesson Observation** | **interview** |
| **Qualifications and Further Training** | * DFES Qualified teacher status
* Evidence of continuing professional development or further professional study
 | * Postgraduate/Masters SEND courses
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| **Experience**  | * Successful teaching experience with primary age pupils with significant learning needs.
* To have a basic understanding of behaviour management
* Team Teach trained or willingness to train
* To have a basic understanding of Moving and Handling
* Trained in Moving and Handling or willingness to train
* Judged to be a consistently good or outstanding teacher.
 | * Evidence of sustained participation in INSET, especially in SEND programmes or similar
* Successful teaching experience with primary pupils with significant learning difficulties
* Previous experience with driving forward a school development area.
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| **Professional Understanding, Knowledge and skills** | * Understanding AfL including differentiated target setting
* Experience of adapting the National Curriculum to meet the needs of pupils with a range of SEND relevant to the age range of the school including assessment recording and reporting
* Experience of creating and maintaining effective partnerships with parents / carers to support pupil’s learning
* An understanding of how to use data analysis to make decisions about future priorities.
 | * The ability to maintain effective relationships with the Governing Body, PTA, the Local Authority and other support agencies.
* Commitment to multi-agency teamwork and an understanding of its contribution to children’s learning.
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| **Specific Knowledge Understanding and skills** | * Thorough knowledge of current educational issues including 2012 Teaching Standards and SEND Code of Practice July 2015
* An understanding and awareness of a variety of teaching methodologies for supporting pupils with learning difficulties.
 | * Possible interest in PHSE / Emotional Wellbeing Curriculum as a Specialist subject.
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| **Teaching and Learning** | * Practical understanding of effective teaching and evaluation strategies for pupils with SEND
* Successful and sustained teaching experience across relevant Key Stages
* Ability to manage pupil behaviour effectively
* Knowledge and understanding of the relevant curriculum requirements
* Ability to formulate, monitor, evaluate and review plans.
* Understanding of the role of assessment in children’s learning.
 | * Experience of monitoring and evaluating teaching
* Experience of planning a curriculum area relevant to the needs of pupils at Delamere
* Experience of having involved the local community outside school to enhance pupil’s learning
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| **Leadership and Management** | * Able to lead a team and provide clear direction, leading by example
* Aspirational for ALL children ALL of the time.
* Able to motivate pupils and staff, setting high standards and demonstrating high expectations for children at all times.
* Personal commitment to continuous school improvement and reflective practice.
 | * Able to lead curriculum or aspect development
* Good analytical skills and the ability to use pupil progress and attainment data to raise standards.
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| **Professional values, qualities and skills** | * Able to establish and develop good relationships with all involved in the school
* Able to work effectively as a team member and team leader.
* Ability to communicate effectively in writing and orally.
* Competent in the use of ICT
* Flexible and approachable
* Resilient under pressure
* Able to deal sensitively with people and resolve conflicts
* Commitment to equality of opportunity.
* Commitment to safeguarding.
* Ability to critically analyse own performance and engage in constructive critical dialogue.
* Promote a positive image of the school.
 | * Bring personal interests and enthusiasms to the school community
* Willingness to work in a variety of environments linked with school eg Splash/Hydrotherapy pool, trampoline (following training), driving the school minibus.
* Positive and energetic approach to work
* Understanding of Attachment Aware approaches to Behaviour Management.
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| **Personal Qualities** | * Emotional Resilience
* Effective interpersonal, communication and presentation skills.
* A good health and attendance record.
* Commitment to work life balance.
* Flexible, positive and proactive outlook.
 | * Commitment to personal development and reflective practises.
* Commitment to creating links with the local community and raising the profile of children with disabilities.
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