

### 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.

<b>Post Title:</b> Classroom Teacher		<b>Directorate / School:</b> Penny Field School	<b>Grade / Scale:</b> MPS/UPS + SEN point	
<b>Criteria No.</b>	<b>Attributes</b>	<b>Criteria</b>	<b>How Identified</b>	<b>Rank</b>
1.	Relevant Experience	Experience of developing, implementing, monitoring and reviewing learning and behaviour management programmes of young people with specific needs	Application Form / Interview	Essential
2.		Experience of working effectively within a SEND school setting	Application Form / Interview	Desirable
3.		Experience of teaching pupils with SEND/PMLD	Application Form / Interview	Desirable
4.	Education and Training Attainments	Qualified teacher status / QTLS in required areas	Application Form / Interview	Essential
5.		Any additional qualifications relevant to the post	Application Form / Interview	Desirable
6.	General and Special Knowledge	An understanding of the current approaches to the support of young people with SEND	Application Form / Interview	Essential
7.		Knowledge of legislation as it applies to pupils with SEND	Application Form / Interview	Desirable
8.		An understanding of potential barriers which may face young people with SEND	Application Form / Interview	Essential

9.	Skills and Abilities	Interpersonal skills which facilitate positive professional relationships with young people and multi-disciplinary teams.	Application Form / Interview	Essential
10.	Additional Factors	Good oral and written communication skills.	Application Form / Interview	Essential
11.		Ability to work effectively as a team member.	Application Form / Interview	Essential
12.		Versatility, Creativity & Resilience	Application Form / Interview	Essential