



## PERSON SPECIFICATION

**Penn Fields School is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.**

<b>Job title</b>	Key Stage 3,4 & 5 Maths Teacher
<b>Responsible to</b>	Head of Maths / KS3/4 Phase Manager
<b>Responsible for</b>	To support students with a range of complex needs within an all age 5-19 special school  Deployment of Support staff, where relevant
<b>Salary Grade/Range</b>	Salary MPS + SEN1 Point

Criteria	Essential	Desirable
<b>Education and Qualifications</b>	<ul style="list-style-type: none"><li>Qualified Teacher Status.</li><li>Educated to degree level, or equivalent.</li></ul>	<ul style="list-style-type: none"><li>Further relevant training and/or qualifications in special educational needs.</li><li>Evidence of professional special development.</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>Significant and successful experience of teaching children within a mainstream or special school setting.</li><li>Experience of working with colleagues to set short term goals for individual pupils and of supporting the pupils to achieve these.</li><li>Experience of leading and managing other adults in a team situation.</li><li>Experience of working with professionals from a variety of outside agencies, for example</li></ul>	<ul style="list-style-type: none"><li>Working with Key Stage 3/4</li><li>Experience of working with SEN pupils.</li><li>Working with pupils from a variety of cultural backgrounds.</li><li>Experience working with students with developmental trauma and attachment</li></ul>

	<p>social services, governors, local authorities and other agencies.</p>	
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>Recent and appropriate professional development.</li> </ul>	<ul style="list-style-type: none"> <li>An understanding of effective performance management.</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>Able to demonstrate the skills of an excellent teacher.</li> <li>Ability to lead, enthuse and motivate other members of staff.</li> <li>Excellent communication skills, both written and oral.</li> <li>Good ICT skills.</li> <li>Ability to work professionally as a member of a team to gain the confidence of teachers, parents and carers and other external agencies.</li> <li>High level of emotional intelligence and very good interpersonal skills.</li> <li>Ability to build very effective relationships with children, to motivate learning and to build self-esteem.</li> <li>Ability to work independently with minimum supervision and to manage own work and time effectively.</li> <li>Ability to manage a budget.</li> <li>Ability to maintain confidentiality.</li> <li>Ability to use initiative and to innovate within the aims, ethos and policies of the school.</li> </ul>	<ul style="list-style-type: none"> <li>Ability to work collaboratively in a multi-professional team.</li> <li>First aid training.</li> <li>Minibus driver.</li> <li>Willingness to support extra-curricular activities.</li> <li>Willingness to support residential visits.</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Knowledge and understanding of curriculum planning and development including National Curriculum.</li> <li>A good working knowledge of the range of programmes and strategies available to support children with different types of Special Educational Needs.</li> </ul>	<ul style="list-style-type: none"> <li>Practical and theoretical knowledge of behaviour management.</li> <li>A knowledge and awareness of trauma &amp; attachment informed practice</li> </ul>

	<ul style="list-style-type: none"> <li>• A good understanding of the range of strategies that can be used to successfully support children with SEN.</li> <li>• A thorough understanding of the National Curriculum.</li> <li>• Knowledge of the roles of the various outside agencies available to provide support to the school.</li> <li>• Knowledge and understanding of safeguarding legislation and procedures.</li> <li>• An understanding of the principles of inclusion and a demonstrable commitment to inclusive education for all.</li> </ul>	
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>• Able to work flexibly and attend meetings and INSET days as required.</li> </ul>	

<b>Post holder signature:</b>	
<b>Print Name</b>	
<b>Date:</b>	