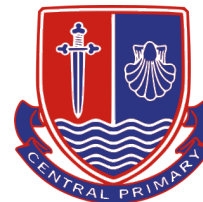


Central Primary School

Person Specification

Class teacher/Subject coordinator -Hub (Internal alternative provision)



	Essential	Desirable
Experience	<ul style="list-style-type: none"> • KS1/ KS2 Teaching experience • QTS • Demonstrates consistently Good and Outstanding teaching • Advanced DBS • Experience working with pupils with special educational (SEN) and social, emotional and mental health (SEMH) needs • Proven ability to build positive relationships with vulnerable or hard-to-reach pupils • Experience implementing behaviour support plans and individual education plans (IEPs) <p>Add: something about experience implementing, reviewing and writing Educational Health Care Plans (EHCP)</p>	<ul style="list-style-type: none"> • Working with pupils with speech and language needs • Experience in alternative provision, pupil referral units, or similar settings • Experience working with pupils at risk of exclusion • Experience of multi-agency working (e.g., with educational psychologists, social workers, CAMHS) • Training in trauma-informed practice or attachment-aware approaches
Knowledge and understanding	<ul style="list-style-type: none"> • Deep understanding of SEN/SEMH needs and how these impact learning • Knowledge of de-escalation techniques and therapeutic approaches to behaviour management • Understanding of the graduated approach and how to adapt teaching for pupils with complex needs • Ability to deliver a flexible, personalised curriculum that meets individual needs whilst maintaining academic progress • Understanding of safeguarding issues that may affect vulnerable pupils (e.g., trauma, adverse childhood experiences) • Excellent understanding and use of assessment, including target setting and tracking • Ability to create a stimulating and challenging learning environment • High expectations for all pupils which inspire, motivate and challenge children • Knowledge of and commitment to inclusion practices • Ambition to improve practice 	<ul style="list-style-type: none"> • Knowledge of restorative approaches • Understanding of sensory processing needs and how to create a sensory-friendly environment • Familiarity with evidence-based interventions for SEN/SEMH

	<ul style="list-style-type: none"> • Effective management of support staff (moved to essential) 	
Personal skills and attributes	<ul style="list-style-type: none"> • Strong commitment to equity and inclusion for all pupils • Flexibility and adaptability in response to changing needs and situations • Patience, empathy and a non-judgemental approach • Resilience and emotional regulation when working with challenging behaviour • Ability to remain calm under pressure and model positive behaviour • Excellent communication skills to work effectively with parents/carers who may be experiencing difficulties • Able to develop and maintain good relationships with all stakeholders • Creative, enthusiastic, proactive and keen to embrace new ideas and challenges • Must be able to manage own workload effectively and respond swiftly to tight deadlines • Reflective 	<ul style="list-style-type: none"> • Commitment to the IAP's aim of reintegration or successful transition • Belief that behaviour is communication and willingness to understand the underlying needs • Understanding that progress may be measured differently (e.g., improved attendance, engagement, emotional regulation) alongside academic progress
Safeguarding	<ul style="list-style-type: none"> • Has up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people • Displays commitment to the protection and safeguarding of children and young people. 	<ul style="list-style-type: none"> • Demonstrates an understanding of the increased safeguarding vulnerabilities of children with additional and complex needs, including those with communication and interaction difficulties. • Able to recognise and respond to safeguarding concerns that may present in subtle, non-verbal, or behaviour-based ways, maintaining professional curiosity at all times.