

St John's Special School and College

Personnel Specification

Classroom Teacher

		Essential Attributes	Preferred Attributes
1	Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status 	<ul style="list-style-type: none"> • Qualification in Special Education (Initial or Post-graduate) • Willingness to undertake further studies and/or training, as appropriate
2	Work Related Experience, Knowledge and Skills	<ul style="list-style-type: none"> • Experience of teaching basic skills • Preparing and implementing IEP's to meet individual needs • Preparing and presenting detailed reports • Working in partnership with parents/carers and professionals • Co-ordinating an area of the curriculum and/or active involvement in curriculum development • Effective classroom manager • Experience of supporting and directing class staff • Computer literacy (or a strong commitment to develop further ICT skills) 	<ul style="list-style-type: none"> • Experience of working with pupils with severe and complex learning difficulties • Experience of delivering the National Curriculum at early developmental levels • Experience of moving and handling and assisting with physical activities • Experience of using alternative systems of communication e.g. sign language etc • Experience of working with pupils who present challenging behaviour • Familiarity with the SEN Code of Practice
3	Personal Sills and attitudes	<ul style="list-style-type: none"> • Strong organisational skills • Strong communication and interpersonal skills • Effective team player and team leader • Positive attitude shared with pupils and colleagues • Ability to use own initiative and work independently • Reliable and excellent punctuality and attendance record • Keenness to learn 	<ul style="list-style-type: none"> • Willingness to drive a minibus • Willingness to take part in extra curricular activities and school community events • Commitment to continued professional development
4	Other	This is a customer facing post and the post holder must have the ability to fulfil all spoken aspects of the role with confidence through the medium of English	

DBS Required (please indicate the legal reason for DBS – if in doubt discuss with HR)	<input type="checkbox"/> Not applicable for this post <input checked="" type="checkbox"/> Direct supervised or unsupervised contact with children or vulnerable adults <input type="checkbox"/> Working within Fostering & Adoption Service (Any post) <input checked="" type="checkbox"/> In a position of authority/trust <input type="checkbox"/> Other eg: auditors, solicitors
Work Related Travel (please indicate as appropriate)	<input checked="" type="checkbox"/> Occasionally required (ie to travel to bank, other sites etc) <input type="checkbox"/> Ability to travel around the county <input type="checkbox"/> Provide car for business use
Health & Safety Risk Assessment (please indicate which are applicable)	<input type="checkbox"/> Regular Manual Handling activities <input checked="" type="checkbox"/> Regular exposure to mental pressures and demands <input type="checkbox"/> Visual Display Equipment – regular use <input type="checkbox"/> Exposure to substances hazard to health <input type="checkbox"/> Exposure to infection <input checked="" type="checkbox"/> (Occasional risk) Risk of verbal abuse <input checked="" type="checkbox"/> (Occasional risk) Risk of physical assault <input type="checkbox"/> Working alone <input type="checkbox"/> Adverse environmental conditions <input type="checkbox"/> Use of dangerous machinery <input type="checkbox"/> Driving PSV/HGV vehicles

EQUALITY AND DIVERSITY STATEMENT:

The Trust will seek to ensure that all existing and potential employees and students are given equal opportunities for employment and education. It is committed to the elimination of unlawful or unfair discrimination on the grounds of any of the protected characteristics (as defined by the Equality Act 2010). The Trust will seek to ensure that no applicant for employment or education is disadvantaged by conditions or requirements which cannot be justified. The Trust provides an open, welcoming and safe environment for all its students, employees and visitors.

BILTT is committed to Safeguarding, Prevent, the welfare of pupils and ensuring equality of opportunity for all pupils, staff, parents and carers; irrespective of age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, belief, sex or sexual orientation and expects staff to share that commitment. The post is subject to satisfactory references, social media checks, enhanced DBS & health clearance.

It is an offence to apply for a role if you are barred from engaging in regulated activity relevant to children. This post is exempt from the Rehabilitation of Offenders Act and therefore applicants are required to declare any convictions, cautions, reprimands and final warnings that are not protected (i.e. that are not filtered out) as defined by the Rehabilitation of Offenders Act (Exceptions) Order