

## PERSON SPECIFICATION

Post Title:	Teacher
Grade:	Main Scale + 1 SEN Point
Accountable to:	Headteacher of Hospital and Outreach Education

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Education and Qualifications	<ul style="list-style-type: none"> <li>● Degree or equivalent</li> <li>● Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>● SEN Qualification</li> <li>● Reached TTA standards for your main subject</li> <li>● Additional qualification or willing to train for specialist area</li> </ul>
Experience and Knowledge	<ul style="list-style-type: none"> <li>● Experience teaching in a secondary school / education setting</li> <li>● Recent experience of effective teaching at KS3 and GCSE</li> <li>● Awareness of issues around Child Protection and knowledge of procedures to follow</li> </ul>	<ul style="list-style-type: none"> <li>● Min 3 years experience in a secondary school / education setting</li> <li>● Experience of working with pupils with medical conditions and/or disabilities</li> <li>● Experience of teaching at Level 3 / A Level</li> <li>● Ability to offer an additional subject at KS3/4</li> <li>● Experience of AQA Unit Awards or other relevant qualifications</li> <li>● knowledge of behaviour and anger management</li> <li>● knowledge of Protective Behaviours/solution focussed thinking</li> <li>● Evidence of recent professional development within subject</li> </ul>
Ability and Skills	<ul style="list-style-type: none"> <li>● Able to work within the SEN Code of Practice</li> <li>● Able to analyse data + use for target setting and reporting</li> </ul>	<ul style="list-style-type: none"> <li>● Ability to challenge constructively and calmly</li> </ul>

	<ul style="list-style-type: none"> <li>• Excellent interpersonal and negotiation skills</li> <li>• Ability to plan and prioritize conflicting demands</li> <li>• Able to work within professional boundaries and codes of confidentiality</li> <li>• Able to empathise with all pupils and their families and be adaptable to meet the different needs of families and parenting styles while retaining professional and personal integrity</li> <li>• Ability and willingness to travel to different locations around county</li> <li>• Ability to teach as part of a team, while being able to work independently, showing professional initiative</li> </ul>	<ul style="list-style-type: none"> <li>• Able to make and defend decisions in a non threatening way</li> <li>• Able and willing to deliver training to adults both within HOE and to other colleagues</li> </ul>
Values	<ul style="list-style-type: none"> <li>• A commitment to the value of: Cooperation, Respect, Compassion, Resilience, Honesty, Trust, Hope</li> </ul>	
Equal Opportunities	<ul style="list-style-type: none"> <li>• Demonstrable commitment to equalities and inclusion</li> <li>• Commitment to personalised learning for all pupils</li> <li>• Appreciation of the rights and aspirations of vulnerable pupils and their families</li> </ul>	

The Teacher will work within the generic job description and standards of a qualified teacher as stated in the School Teachers Pay and Conditions document as well as fulfilling the above expectations.

The Teacher will be accountable to the Headteacher (HOE) for maintaining a high professional standard in the delivery of all aspects of their work. Within this accountability the Teacher will make his/her own professional decisions based on evidence, knowledge of recent research and within the guidance of the Trusts policies and procedures. A supervision process is in place and all staff are expected to take part.