**Downs View School**

Teacher Person Specification

**Education & Training**

1. Qualified Teacher status
2. Evidence of commitment to own personal development and training

**Knowledge & Experience**

1. Demonstrate secure knowledge & understanding of the impact of a range of conditions on a child’s learning – severe learning difficulties, autism, CVI
2. Experience of working with children/young people with SLD, PMLD & ASC
3. Have a knowledge of what constitutes effective teaching & learning, including different styles of learning in the SLD population
4. Show evidence of successful, well planned and stimulating lessons across the ability range
5. Understand & have good knowledge of recent curriculum issues
6. Have sound knowledge of strategies to support individual pupils within the classroom
7. Have a good understanding & experience of meeting the needs of pupils with complex needs, especially in the area of communication
8. Experience of using successful positive behaviour management strategies
9. Experience of working successfully & sensitively with parents as partners

**Skills & Abilities**

1. The proven ability to sensitively but effectively lead, motivate & support the class teaching team, be an excellent member of both the class & whole school team (including other professionals & therapists)
2. Excellent organisational skills
3. Excellent interpersonal skills
4. Excellent personal communication skills; verbal, written & presentational
5. Have a high level of ICT skills & ability to use them in the classroom to motivate pupils
6. Be flexible & able to respond quickly to changing needs and environment
7. Be highly self-motivated and able to motivate others
8. Have energy, dynamism and a sense of humour
9. Be able to demonstrate emotional resilience in working with pupils exhibiting challenging behaviour
10. Being prepared to attend meetings & events associated with the life of school, which are outside the directed working hours (i.e. to play a full role in the life of the school)
11. DESIRABLE - A full driving licence

**Equalities & Safer Recruitment**

1. To be able to demonstrate a commitment to the principles of equalities and to be able to carry out duties in accordance with the Council’s Equalities Policy
2. Demonstrate an understanding of the importance of forming & maintainingappropriate relationships & personal boundaries with children, young people & their parents / carers
3. Have an empathy towards the needs & rights of children with severe learning difficulties