

Policy Document No: Per 1.1.2

Teacher Person Specification

Job Title: TEACHER

Responsible to:

Establishment:

	<u>Essential</u>	<u>Desirable</u>
<u>Knowledge</u>		
1 Knowledge of the Children's Act, particularly in relation to Child Protection issues		✓
2 Knowledge of learning disabilities and/or special needs relevant to the establishment		✓
3 Knowledge of the learning process and good educational practice	✓	
4 Knowledge of key aspects of health & safety legislation		✓
5 An understanding of actions or situations that might be considered as 'discrimination' and an understanding of how these can be prevented		✓
<u>Skills and Abilities</u>		
1 Ability to attend work punctually and reliably	✓	
2 Ability to accurately assess learners' needs and achievements	✓	
3 Ability to formulate and implement individual programmes based on pupils' needs and review their effectiveness	✓	
4 Ability to demonstrate a range of good teaching techniques	✓	
5 Ability to form and promote positive relationships with young people	✓	
6 Ability to manage the learning environment effectively	✓	
7 Ability to provide learners with effective support	✓	
8 Ability to communicate clearly, accurately and promptly, at all levels, verbally and in writing	✓	
9 Ability to relate to other staff in a way that is likely to enable, to motivate and to support them	✓	
10 Ability to promote a non-aversive approach to managing challenging behaviours and to challenge bad practice	✓	
11 Ability to carry out appropriate physical interventions where necessary to safeguard self and others (after training)		✓
12 Ability to evaluate own performance, identify own training needs, engage in continuous personal development		✓

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	<u>Essential</u>	<u>Desirable</u>
<u>Skills & Abilities</u> continued		
13 Ability to identify and resolve problems as effectively as is possible	✓	
<u>Qualifications</u>		
1 No criminal record including convictions, cautions, reprimands, bindings over or warnings which may be relevant to the safety and welfare of student/residents or staff	CRB Check ✓	
2 Appropriate Teacher qualification	✓	
3 TDLB D32 and D33 Awards (may be achieved in post)		✓
4 Clean, current car driving licence (where minibus driving required)		✓
<u>Experience</u>		
1 Successful experience of working effectively with learners who experience difficulties similar to those experienced by students at this establishment	✓	
2 Experience of planning, delivering and assessing learning activities appropriate to individuals' needs and abilities	✓	
3 Experience of working effectively as part of a team	✓	
4 Experience of working successfully in situations which draw heavily on the ability to deal with difficult pressures and personal challenges	✓	