

FOREST WAY SCHOOL Reviewed March 2021

Personnel Specification Teaching Posts Permanent Full Time

		ESSENTIAL	DESIRABLE
1	Qualifications	Qualified teacher with DfES number with a strong interest in pupils with S.E.N.	Experience of pupils with S.E.N. Evidence of further study. Qualification in Special Education
2	Experience	Taught in a variety of schools with a minimum of two years experience (NQT+1), which can include TP	Broad experience in mainstream and special education
3	Written application	Sound and well presented	No spelling mistakes!
4	Background knowledge	A broad background in teaching all subjects	Evidence of recent courses attended
5	Professional Development	Able to display clear thinking about curriculum matters, current educational issues and willingness to co-ordinate areas of curriculum	Involvement in external and in-house INSET
6	School Governors	Display understanding of role of governing body	Period of time as governor
7	Parents	Developed views re parental involvement	Experience of home/school liaison
8	Special Needs	Willingness to teach throughout age range and understanding of needs	
9	Equal Opportunities	Display understanding of equal opportunity issues	Evidence of good practice
10	Other Agencies	Some knowledge of agencies involved with S.E.N. pupils	Evidence of experience with other agencies concerned with S.E.N. pupils
11	Community	Has clear ideas of involvement with the community	Experience of community involvement
12	Physical ability	Good health, ability to lift, sense of humour	Clean driving licence Minibus test Personal survival – Swimming qualification

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13	Safeguarding	<p>Responsibility and accountability for safeguarding and promoting the welfare of children and young people.</p> <p>Awareness of current legal requirements, national policies and guidance on the safeguarding and promotion of the wellbeing of children and young people.</p> <p>Able to recognise indicators that may lead to concerns and to take immediate action.</p> <p>Is committed to ensuring the safeguarding and well being of children and young people and takes appropriate action where necessary.</p>	<p>Fully understands their role in the context of safeguarding children and young people.</p> <p>Knows the policies and procedures relating to safeguarding children and young people.</p> <p>Knows the local arrangements concerning the safeguarding of children and young people.</p> <p>Knows how to identify potential child abuse or neglect and follows safeguarding procedures.</p> <p>Makes referrals in line with policy to the relevant body(ies).</p> <p>Takes advantage of learning and development opportunities in relation to safeguarding.</p> <p>Keeps abreast of new developments in safeguarding as part of normal continuous professional development activity.</p> <p>Keeps up to date with relevant legislation.</p>
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The essential requirements of the post will be tested during the interview, tests, assessments and presentation.