



Oscott Manor School

Teacher - Person Specification

Method of Assessment:

AF: Application Form I: Interview T: Test or Task/presentation CQ: Certificate or Qualification

	Essential	Desirable	Method of Assessment
<b>Qualifications and Professional Development</b>			
Qualified teacher status	✓		CQ/AF
GCSE Grade C/4 or above in mathematics and, English or equivalent qualification	✓		CQ/AF
Willing to undertake regular training and professional development as and when required	✓		AF
Working knowledge of SEND Code of Practice 0-25 years	✓		AF/I/T
<b>Experience</b>			
Has experience of teaching children or young people with autism spectrum conditions in a mainstream, resource base or special school setting	✓		AF
<b>Knowledge and understanding</b>			
Knows how to use ICT effectively to enhance learning and communication	✓		I/T/AF
Knows how to use social stories, PECS and/or Makaton to support communication and understanding		✓	AF/I/T/CQ
Understands that pupils with ASC may experience persistent differences with social interaction, social communication and understanding emotions	✓		I/T
Understands barriers to completing homework and sitting tests and exams for pupils with autism spectrum conditions and knows how to support pupils to break down barriers	✓		I/T
Knows how to use personal interests and strengths to motivate pupils to engage in learning	✓		I/T/AF
<b>Skills &amp; Abilities</b>			
Is able to provide and maintain visible and predictable structure for pupils	✓		I/T
Is able to provide opportunities for pupils to apply learning in different contexts and situations	✓		I/T
Able to provide pupils with clear boundaries and consistent support with engagement, learning, emotional regulation, sensory needs and behaviour management.	✓		I/T
The ability to use restorative approaches to minimise conflict and build and maintain effective partnership working with pupils and parents	✓		I/T
Able to facilitate pupil participation and involvement in all aspects of school life	✓		I/T
Able to effectively role model what is expected of others	✓		I/T
<b>Other</b>			
A commitment to communicate and involve parents and pupils in the work of the school	✓		I/T
An awareness and understanding of, and commitment to, equal opportunities	✓		I/T

A heightened awareness of the issues involved in the education of children with SEND Willingness to sign up for the DBS update service	✓	✓	A/F I
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We undertake to make any "reasonable adjustments" to a job or workplace to counteract any disadvantages a disabled person may have.

**We are committed to safeguarding and promoting the welfare of our students. This post is subject to an enhanced disclosure and the successful applicant will be subject to relevant vetting checks before an offer of appointment is confirmed and will be subject to rechecking as appropriate.**