Person Specification
For Class teachers at Mapledown School

	Essential	Desirable	Assessed Via		
Qualifications:					
Graduate	✓		Application form – certificates checked at interview		
QTS *QTLS acceptable for post 16 roles*	✓				
Meets National Teaching Standards in all respects.	✓		Task		
Experience:					
Experience teaching pupils who have profound and multiple learning difficulties, severe learning difficulties and/or autism.		✓	Application form		
Evidence of further professional study in issues related to special education.		✓	Application form		
Able to use a range of augmentative and alternative communication methods e.g. Intensive Interaction, PECs, PODD, Makaton, TEACCH, sensory strategies.		✓	Application Form Task		
Experience working with a multi-professional team including therapy team.	✓		Application Form		
Able to lead a classroom team and deploy learning support assistants to support pupil learning.	✓		Application form Interview Task		
Experience and confidence in managing pupils whose behaviour can be challenging.	✓		Interview Task		
Clear communicator both verbally and in writing. Able to speak and write in grammatically correct English.	✓		Application form Interview		
Familiar with a range of assessment methods as a basis for planning programmes for progress.	✓		Interview		
Excellent IT skills.	✓		Application Form		
Ability to teach a range of subjects including Maths, English and Computing.	✓		Application Form		
Personal Qualities:					
Positive attitude to school development and able to contribute own ideas and solutions to issues.	✓		Interview		
Sense of humour, confident, and resilient.	✓		Interview		
Highly organised and able to manage own workload and meet deadlines.	✓		Reference		
Calm, and able to deal with challenging situations as these arise.	✓		Reference		
Sensitivity to the needs of pupils who have disabilities and the challenges encountered by their families.	✓		Interview		
Excellent attendance record.	✓		Reference		
Experience driving minibuses/willingness to learn to do so.		✓	Interview		