

Wellspring Academy Trust

Person Specification- Classroom Teacher at Phoenix Park and/or Sevenhills Academies



Section	Information	Essential / Desirable	How Identified
Education and Training			
	Qualified teacher status/QTLS in the required areas.	Essential	Application Form/ Interview
	A further advanced qualification in the education of pupils with SEND/SEMH support needs.	Desirable	Application Form/Interview
Experience			
	Experience of developing, implementing, monitoring and reviewing learning and behaviour management programmes of young people with specific support needs.	Essential	Application Form/Interview
	Experience of working effectively within a multi-disciplinary assessment and/or support context for disaffected young people.	Desirable	Application Form/Interview
	Experience of teaching vulnerable pupils.	Desirable	Application Form/Interview
General and Specialist Knowledge			
	An understanding of current approaches to the support of young people at risk of social exclusion.	Essential	Application Form/Interview
	Knowledge of legislation as it applies to pupils with SEND/SEMH.	Desirable	Application Form/Interview
	An understanding of inclusion and potential barriers which may face young people with SEND/SEMH and those at risk of offending.	Desirable	Application Form/Interview
Skills and Abilities			
	Interpersonal skills which facilitate positive professional relationships with young people and multi-disciplinary teams.	Essential	Application Form/Interview

Additional Requirements			
	Good oral and written communication skills.	Essential	Application Form/Interview
	Ability to work effectively as a team member.	Essential	Application Form/Interview
	Versatility, Creativity & Resilience.	Essential	Application Form/Interview
	Operate with the highest standards of personal/professional conduct and integrity.	Essential	Application Form/Interview
	Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the Trust.	Essential	Application Form/Interview
	Willing to undertake training and continuous professional development in connection with the post.	Essential	Application Form/Interview
	Work in accordance with the Trust's values and behaviours.	Essential	Application Form/Interview
	Able to undertake any travel in connection with the post.	Essential	Application Form/Interview
	Able to demonstrate sound understanding of equality/diversity in the workplace and services provided especially in the access to delivery of the education of pupils and of own non-discriminatory practice and attitude.	Essential	Application Form/Interview
	Satisfactory Enhanced DBS disclosure to work in an environment dealing with young people.	Essential	Application Form/Interview
	Ability to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults.	Essential	Application Form/Interview
	A commitment to safeguarding and promoting welfare for all.	Essential	Application Form/Interview