**Person Specification**

Attainment and Experience

* Qualified Teacher Status and an ability to demonstrate the maintenance of QTS standards in their practice
* Special school teaching experience with a willingness to undertake further training to meet the specific needs of the pupils at Paddock School
* Recent relevant professional development
* A positive approach to modifying challenging behaviour through the development and delivery of consistent behaviour management programmes
* A commitment to collaborating in the development and delivery of a curriculum, which although primarily developmental, includes the National Curriculum, modified to take account of pupils’ learning difficulties
* Experience in planning and organising educational programmes appropriate to individuals’ needs and abilities, particularly in the Early Years age phase.

Knowledge

* Knowledge of current curriculum developments, including the Foundation Stage and their implementation within a school for pupils with moderate and severe/ complex learning difficulties and Autistic Spectrum Disorder.
* Knowledge of all relevant aspects of the Special Educational Needs Code of Practice
* Knowledge of anti-discrimination and equality legislation as it applies to staff, students and others
* Knowledge of safeguarding and child protection procedures
* Knowledge of key aspects of Health and Safety legislation
* Knowledge and understanding of risk management
* Knowledge of the law related to physical interventions

Skills and Abilities

* Ability to work within a team, in partnership with parents, colleagues and other professionals
* Ability to lead and manage a team of staff and communicate the needs of the pupils to deliver effective educational programmes
* Ability to work the hours required to fulfil the role effectively including some evenings
* Ability to produce accurate and legible written material, plans and reports to meet deadlines.