

ASCENT ACADEMIES TRUST – Hope Wood Academy
PERSON SPECIFICATION - Teacher (16-19 Lead)

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Qualifications & Education	E1	Qualified Teacher Status (QTS) or completed or Qualified Teacher Learning and Skills (QTLS) Status	Application Certificate	D1	Evidence of continued commitment to personal professional development	Application Interview
				D2	SEN qualification	Application Certificate
Experience & Knowledge	E2	Significant experience of working with young adults who have severe or profound learning difficulties/young adults with ASD and/or complex needs	Application Reference Interview	D3	Training in positive behaviour management techniques e.g. Assertive Discipline	Application Reference Interview
	E3	Experience of working with young people with SEN aged 16-25 years in an education or care setting	Application Reference Interview	D4	Training in use of Augmentative and Alternative Communication methods to aid progress and engagement	Application Reference Interview
	E4	Experience of developing a curriculum based on the 16-19 study programme requirements.	Application Reference			
	E5	Knowledge and experience of using ICT to support the communication and learning of young adults with special needs	Application Reference Interview			
	E6	Experience of working effectively with a range of professionals and possess strong people skills	Application Reference Interview			
	E7	Experience of managing staff, ensuring that programmes are followed which facilitate learning and progress appropriate to starting points and outcomes.	Application Reference Interview			
Skills	E8	Ability to deliver appropriate learning opportunities to individuals and groups of learners with a range of special needs which may include ASD, severe and profound learning difficulties and complex medical needs	Application Interview			

	E9	Ability to teach and promote safety whilst facilitating physical, emotional and educational development of the learners you are responsible for	Application Interview			
	E10	Ability to maintain effective strategies for dealing with those learners who have challenging behaviour, manage behaviour effectively and positively	Application Interview			
	E11	Recognise that you may be faced with physically challenging behaviours at times and have the ability to deal with this positively, confidently and to identify any support you may require.	Application Reference Interview			
	E12	An ability to promote and safeguard all learners	Application Interview			
	E13	Possess sound organisational skills and be able to work on your own initiative	Application Interview			
Personal Attributes	E14	A willingness to share knowledge and demonstrate good practice to colleagues from within the Trust and to those from other establishments, be innovative and flexible	Application Interview			
Special Requirements	E15	Ability to work flexibly to meet the demands of the post	Application Interview	D5	A willingness and ability to work across the Trust as required	Application Interview
	E16	Suitable to work with young people/ vulnerable adults	Application Disclosure			