

**Discovery Academy  
Person Specification**

**Post Title:** Class Teacher (Primary Specialist)

	<b>Essential</b>	<b>Desirable</b>	<b>How Assessed</b>
<p><b>Qualifications &amp; Experience</b></p> <ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• GCSE Grade C or above in mathematics or English or equivalent qualification</li> <li>• Willing to undertake regular training and professional development as and when required</li> <li>• Working knowledge of SEND Code of Practice 0-25 years</li> <li>• Has experience of teaching children or young people with SEND including Autism in a mainstream, resource base or special school setting</li> <li>• Ability to teach all subjects.</li> <li>• Willing to lead a non-core subject</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p></p> <p></p> <p></p> <p>✓</p> <p></p> <p>✓</p> <p>✓</p>	<p>CQ/AF</p> <p>CQ/AF</p> <p>AF</p> <p>AF/I/O</p> <p>AF/O</p> <p>AF/O</p> <p>AF</p>
<p><b>Knowledge &amp; Understanding</b></p> <ul style="list-style-type: none"> <li>• Knows how to use ICT effectively to enhance learning and communication</li> <li>• Knows how to use social stories, PECS and/or Makaton to support communication and understanding</li> <li>• Understands that pupils with SEND may experience persistent differences with social interaction, social communication and understanding emotions</li> <li>• Understands barriers to completing homework and sitting tests and exams for pupils with SEND conditions and knows how to support pupils to break down barriers</li> <li>• Knows how to use personal interests and strengths to motivate pupils to engage in learning</li> <li>• Knowledge of accreditation routes</li> <li>• Have a good understanding of phonics and how it can be adapted to suit SEND children</li> </ul>	<p>✓</p> <p></p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p></p> <p>✓</p> <p></p> <p></p> <p></p> <p>✓</p> <p></p>	<p>I/O/AF</p> <p>AF/I/O/CQ</p> <p>I/T</p> <p>I/T</p> <p>I/O/AF</p> <p>I/O/AF</p> <p>I/O/AF</p>
<p><b>Personal Qualities and Attributes</b></p> <ul style="list-style-type: none"> <li>• Is able to provide and maintain visible and predictable structure for pupils</li> <li>• Is able to provide opportunities for pupils to apply learning in different contexts and situations</li> <li>• Able to provide pupils with clear boundaries and consistent support with engagement, learning, emotional regulation, sensory needs and behaviour management.</li> <li>• The ability to use restorative approaches to minimise conflict and build and maintain effective partnership working with pupils and parents</li> <li>• Able to facilitate pupil participation and involvement in all aspects of school life</li> <li>• Able to effectively role model what is expected of others</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p></p> <p></p> <p></p> <p></p> <p></p> <p></p>	<p>I/O</p> <p>I/O</p> <p>I/O</p> <p>I/O</p> <p>I/O</p> <p>I/O</p>
<p><b>Safeguarding</b></p> <ul style="list-style-type: none"> <li>• Suitability to work with, and ability to form and maintain appropriate relationships and personal boundaries with children</li> <li>• A commitment to safeguarding and promoting the welfare of children, young people and/or vulnerable adults</li> </ul>	<p>✓</p> <p>✓</p>	<p></p> <p></p>	<p>I/R</p> <p>AF/I/R</p>

<ul style="list-style-type: none"> <li>• An understanding of and commitment to equal opportunities issues both within the work place and the community in general</li> <li>• A criminal records check at and enhanced level</li> <li>• Exempt from the rehabilitation of Offenders Act, 1974 (All spent convictions to be declared)</li> </ul>	✓ ✓ ✓		I DBS AF
<b>Physical requirements</b> <ul style="list-style-type: none"> <li>• No serious health problems which is likely to impact upon job performance; (that is, one that cannot be accommodated by reasonable adjustments)</li> <li>• Good sickness/attendance record in current/previous employment, college or school as appropriate, (not including absences resulting from disability)</li> </ul>	✓ ✓		I/R  I/R

Key: AF – Application Form I – Interview O - Observation R – Reference

This specification has been prepared in accordance with the requirements of the Equal Opportunities in Employment Policy. We undertake to make any 'reasonable adjustments' to a job or workplace to counteract any disadvantages a disabled person may have.

In the event of a large number of applicants meeting the essential criteria, desirable criteria or occupational testing may be used as a further shortlisting tool. Disabled applicants who meet the essential shortlisting criteria will be guaranteed an interview.