

Employee Specification – Teacher

As a Teacher at Southgate School, you will carry out the professional duties of a teacher, teaching an assigned class or classes/groups. You will ensure a calm and safe learning environment, focus on the holistic development of the 'whole child' and ensure that all pupils make progress. You will promote Southgate School's vision and values, by using nurturing and child centred approaches and ensuring a strong culture of safeguarding. Our days can be challenging but deeply rewarding.

The successful candidate will:

- be committed to our whole school nurture approach.
- use personalised SEN approaches to ensure pupils make progress and achieve their potential in all aspects of their development.
- be able to keep up physically with the demands of working within a Special School where pupils have complex needs.
- be resilient and a reflective, evidence-based practitioner.
- be highly skilled at prioritising pupils learning and wellbeing.
- have excellent communication and interpersonal skills, with an ability to lead a class team.
- be confident, positive, calm, sensitive and tenacious.
- be calmly confident when supporting and de-escalating highly anxious pupils, using positive physical intervention when this is required.
- be committed to the safeguarding of children.

This document identifies the abilities that we require candidates to have to be a Teacher at Southgate School. We have listed these abilities as Essential and Desirable.

To be shortlisted for the role of Teacher, please demonstrate on your application form how you currently meet the essential and desirable criteria giving specific examples. If we receive many applications, we may have to shortlist based on the desirable criteria as well.

Application Form

	Ability / Experience / Skills	Essential / Desirable
1	Qualified teacher status (or pending). Potential ECTs welcome	Essential
2	Understanding and commitment to creating an effective learning environment through implementing nurture principles and SEN approaches	Essential
3	An understanding and commitment to Learning and progress across all aspects and child development.	Essential
4	Experience of effective teaching in the classroom	Essential
5	Experience of working with children with Complex Special Educational Needs, including cognition and learning, social and emotional and communication and intervention needs.	Desirable
6	Evidence of commitment to continuous professional development	Desirable

We require you to be able to do the following and will test for these skills/abilities this during the interview process.

Interview Process

A	A high standard of classroom practice
B	A knowledge of appropriate curriculum and assessment strategies for pupils with complex SEN
C	The ability to plan, deliver engaging and progressive learning sequences to the whole curriculum.
D	A clear educational philosophy that promotes child centred learning
E	Commitment to effective approaches to SEN teaching and learning, including a strong interest in communication strategies.
F	A clear understanding of, and commitment to, positive nurturing and low arousal behaviour management
G	A good level of physical fitness and high level of resilience
H	Commitment to equal opportunities and safeguarding procedures
I	Commitment to ongoing personal training and development
J	Willingness to undertake an enhanced Disclosure and Barring Service check. Please note a conviction may not exclude candidates from employment but will be considered as part of the selection process.