



Winnersh Primary School

Class Teacher for SEMH SEND Unit

Person Specification

Please ensure that you read the person specification carefully as this will be used to assess candidates as part of the shortlist and interview process.

Knowledge/Qualifications:

- Qualified Teacher Status in the UK
- Excellent numeracy / literacy skills – equivalent to at least GCSE Grade A*-C in Maths and English
- Professional knowledge of the early years/national curriculum, including the age-related expectations of pupils and the main teaching methods in the appropriate subjects and age ranges.
- In-depth understanding of a wide range of learning needs including social, emotional and mental health needs (SEMH).
- Knowledge of strategies and interventions to successfully support children with SEMH needs.
- Have a detailed understanding and experience of Therapeutic Thinking Approach and how it is applied in education settings (or be willing to be trained in this approach).
- Be willing to engage with new learning. This may be the NPQSEND.

Skills/Abilities:

- Develops and maintains a culture of high expectations for self and others, taking appropriate action to support and improve as required.
- Excellent understanding of child development and learning processes.
- Excellent observation and assessment skills.
- Ability to balance high level of challenge with well-targeted and effective, individualised, scaffolding of pupils' learning.
- High ability to work within a team working environment, and lead others, coupled with ability to work independently on own initiative.
- High ability to use ICT effectively to support learning.
- Excellent oral and written communication skills.
- Outstanding interpersonal skills.
- Capacity to improve own practice /knowledge through self-evaluation and learning from others.
- Uphold confidentiality at all times.

Experience:

- Successful completion of ECT/NQT induction essential.
- Experience of working with children with social, emotional and mental health difficulties.
- At least three years' experience in classroom teaching is desirable.
- Experience of directing teaching support staff as well as liaison with external professionals is desirable.

Personal Qualities:

- Warm, kind and caring with a positive attitude.
- Excellent at forming positive relationships with pupils, families and staff.
- Care about, and put into action, equity for all.
- Resilient and hardworking.
- Calm under pressure, adaptable and energetic.

- Good listener and sensitive to pupils' and adults' needs.
- A sense of responsibility.
- Positive behaviour management.
- A good sense of humour and willing to have fun when appropriate!
- Have a creative and constructively critical approach towards innovation; being prepared to adapt practice where benefits and improvements are identified.
- Clear commitment to safeguarding children and young people in all circumstances.
- Willingness to contribute more widely to the school through activities such as clubs and the PTA.

Commitment to the school's ethos, values and behaviours

At Winnersh Primary School, our ethos is expressed in succinct terms:

- A warm welcome for everyone
- A passion for learning
- The chance to take risks
- Encouragement to keep going
- Opportunities to share and celebrate achievements

We have three key behaviours. This is how we translate our aims and values into everyday actions. We expect every member of our school community to:

- Get Involved
- Show Respect and Kindness
- Embrace Challenge

A willingness to help to be part of a community where:

- Difference is acknowledged and celebrated.
- There is empathy for the lived experiences of others.

The children and adults are committed to learning about race, racism and antiracism.

Special Factors:

Need to work flexibly to accommodate occasional evening commitments and educational trips (may include residential).