



| Essential   | Desirable   |
|---|---|
| <p>Qualified Teacher Status or Further Education equivalent.</p> <p>For TMS - demonstrates competence in all elements of the teacher standards.</p> <p>For UPS – demonstrates competence in all elements of the teacher standards and evidences achievements and contributions to the school which are substantial and sustained.</p>   | <p>Proven ability in being an effective subject leader/ team leader.</p>  |
| <p>Proven ability of consistently good and outstanding teaching.</p> <p>Ability to plan lessons, and adapt sequences of lessons to match the needs of a wide range of young people so all can engage and develop.</p> <p>Experience delivering lessons linked to the preparation for adulthood curriculum</p> <p>Experience delivering accredited courses (e.g. GCSE, Functional Skills, AQA Unit awards or ASDAN).</p> <p>Effectively tracking students’ progress, using outcomes to inform teaching strategies to raise standards</p> | <p>Proven ability of consistently good and outstanding teaching of students with complex special needs.</p> <p>Experience teaching young people with limited verbal communication skills.</p> <p>Experience in a range of specialist teaching strategies such as:</p> <ul style="list-style-type: none"> <li>• Makaton</li> <li>• AACs</li> <li>• TEACCH</li> <li>• Intensive Interaction</li> <li>• Attention Autism</li> <li>• SCERTs</li> <li>• TACPAC</li> <li>• Synthetic phonics</li> <li>• Calculations strategies</li> </ul> <p>Experience in using specialist SEN access software, e.g. Widgeit; Clicker, In Print</p> |
| <p>Ability to plan work for and delegate responsibilities to TAs/LSAs</p>   | <p>Experience in integrating therapeutic programmes into the classroom routines.</p>  |
| <p>Proven ability in positive behaviour management approaches.</p> <p>Experience implementing strategies to prevent/ de-escalate challenging behaviour.</p>   | <p>Knowledge and understanding of the integrated nature of child and adult behaviours, using this therapeutic approach to manage challenging behaviours.</p> <p>Trained in Safer Interventions, THRIVE, or Team Teach.</p>  |
| <p>Proven ability to teach subjects across the curriculum, with a focus on teaching students to apply their skills in different contexts.</p>   | <p>Experience teaching students to develop skills within the local community.</p> <p>Strengths in teaching subjects using a multi-sensory/practical approach to learning.</p>   |
| <p>Effective communication skills to work as part of a team and to guide parents on how to help their young person improve.</p>   | <p>Effective communication skills to work with local employers and other local community facilities.</p>  |