



Essential	Desirable
Qualified Teacher Status or Further Education equivalent. For TMS - demonstrates competence in all elements of the teacher standards. For UPS – demonstrates competence in all elements of the teacher standards and evidences achievements and contributions to the school which are substantial and sustained.	Proven ability in being an effective subject leader/ team leader.
Proven ability of consistently good and outstanding teaching. 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. Experience delivering lessons linked to the preparation for adulthood curriculum Experience delivering accredited courses (e.g. GCSE, Functional Skills, AQA Unit awards or ASDAN). Effectively tracking students' progress, using outcomes to inform teaching strategies to raise standards	Proven ability of consistently good and outstanding teaching of students with complex special needs. Experience teaching young people with limited verbal communication skills. Experience in a range of specialist teaching strategies such as: • Makaton • AACs • TEACCH • Intensive Interaction • Attention Autism • SCERTs • TACPAC • Synthetic phonics • Calculations strategies Experience in using specialist SEN access software, e.g. Widgeit; Clicker, In Print
Ability to plan work for and delegate responsibilities to TAs/LSAs	Experience in integrating therapeutic programmes into the classroom routines.
Proven ability in positive behaviour management approaches. Experience implementing strategies to prevent/ de-escalate challenging behaviour.	Knowledge and understanding of the integrated nature of child and adult behaviours, using this therapeutic approach to manage challenging behaviours. Trained in Safer Interventions, THRIVE, or Team Teach.
Proven ability to teach subjects across the curriculum, with a focus on teaching students to apply their skills in different contexts.	Experience teaching students to develop skills within the local community. Strengths in teaching subjects using a multi-sensory/ practical approach to learning.
Effective communication skills to work as part of a team and to guide parents on how to help their young person improve.	Effective communication skills to work with local employers and other local community facilities.

