**Noddfa**

**Person Specification**

**Teacher with Responsibility for ALN & Safeguarding**

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| **Requirement** | **Essential** | **Desirable** | **Measured by \*** |
| **Qualifications, Skills and Abilities** |  |  |  |
| Relevant Degree Level Qualification |  |  | F, C |
| Qualified Teacher Status |  |  | F, C |
| Competent ICT skills |  |  | F |
| Middle leadership qualification or equivalent |  |  | F, C |
| Recent relevant training for pupils with ALN and Trauma. |  |  | F, C, I |
| Relevant experience of safeguarding |  |  | F, I |
| High level of organisational skills and an ability to take on new challenges. |  |  | F, I |
| A drive to develop through enthusiastic engagement in professional development opportunities |  |  | F, I |
| Proven ability to teach, assess and monitor impact effectively and to a high standard |  |  | F, I, T |
| Proven ability to plan and model delivery of appropriate strategies and interventions to support children and young people with ALN (particularly pupils with social, emotional and behavioural difficulties) |  |  | F, I |
| Ability to deliver effective classroom management strategies while promoting and supporting positive behaviour |  |  | F, I, T |
| Ability to work effectively as part of a team or independently |  |  |  F, I |
| The ability to develop effective relationships with key stakeholders  |  |  | F |
| Excellent communication skills both oral and written |  |  | F, I |
| Ability to plan strategically and manage workload effectively |  |  | F, I |
| Ability to demonstrate sensitivity and maintain confidentiality |  |  | I |
| Ability to apply analytical skills to a range of data and identify strengths and needs |  |  | I |
| Ability to manage difficult situations and contribute positively to conflict resolution |  |  | F, I |
| The ability to communicate through the medium of Welsh |  |  | F, I |
| **Experience** |  |  |  |
| Experience of working with vulnerable children and young people with ALN (KS1 and KS2) in particular pupils with social, emotional and behavioural needs and their families/carers |  |  | F, I |
| Experience of supporting and promoting early identification and implementation of strategies to support vulnerable children and young people |  |  | F, I |
| Experience of working collaboratively in a multi-agency environment |  |  | F, I |
| Evidence of working strategically to implement initiatives  |  |  | F, I |
| An excellent teacher with a proven track record of raising standards across the school |  |  | F, I |
| **Knowledge** |  |  |  |
| Secure knowledge of what constitutes excellent teaching and learning |  |  | F, I |
| Secure knowledge of person centred practices and the ability to facilitate and lead person centred meetings and reviews |  |  | F, I |
| Understanding of the requirements of children and young people with ALN (particularly pupils with social, emotional and behavioural needs) and knowledge of appropriate provision and teaching strategies to support these children and young people |  |  | F, I |
| An understanding of the graduated approach |  |  | F, I |
| Understanding of Curriculum for Wales requirements particularly the development of core skills relating to literacy, numeracy and digital competency |  |  | F, I |
| Sound knowledge and understanding of Safeguarding Standards and protocol |  |  | F, I |
| **Personal Qualities** |  |  |  |
| An energetic and vibrant teacher who is able to enthuse others and challenge to raise standards. |  |  | F, I |
| Clear empathy for and enjoyment of working with children who exhibit challenging behaviour and / or are difficult to engage  |  |  | F, I |
| High level of emotional intelligence, in particular resilience |  |  | I |
| Ability to work effectively under pressure, completing tasks to meet challenging deadlines |  |  | I |
| A major commitment to high aspirations for vulnerable learners |  |  | F, I |
| Appreciation of the cultural uniqueness of Wales |  |  | F, I |
| **Personal Circumstances** |  |  |  |
| Full driving licence |  |  | F ,C |

Each of the requirements specified must be measurable. Please indicate the approach that will be taken to assess whether applicants meet the requirements:

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| F  | Job Application Form  | C  | Certificate of Qualification  |
| I  | Interview  | T  | Test  |