

PAPILLON HOUSE SCHOOL – Teachers Person Specification

	Essential	Desirable
Qualifications	Educated to degree level	Evidence of further professional qualifications in ASD i.e TEACCH; SCERTS; Recent PECs qualification  Fully Qualified Teacher Status
Experience	A record of successful teaching (evidenced through performance management reviews; observations and references)  Experience of managing, guiding and supporting a small number of Teaching Assistants allocated to the class.  Proven ability in teaching of literacy and numeracy  Teaching children or young people with special educational needs  Proven interest in working with children and young people with autism	Teaching children or young people with Autism  Makaton signer or prepared to undertake course  Knowledge of appropriate curriculum for pupils in identified key stages
Skills	The ability to motivate and enthuse pupils  An effective communicator – written and oral Good organisational skills  Ability to differentiate dependent on the differing needs of pupils  Creativity in approach and solutions Patience Sense of humour Empathy Calm under pressure Initiative Able to reflect and evaluate on own practices	
Knowledge	Understanding of and experience in Autism  Understanding of the Curriculum and assessment requirements and planning  IT literate, can create and use own IT word processing packages  Understanding of challenging behaviour and strategies for de-escalating this behaviour	

Personal competencies and qualities	Excellent interpersonal skills Able to work effectively as part of a multidisciplinary team Excellent communication skills both written and verbal Excellent organisational skills Excellent time management skills Enthusiastic and committed to eliciting the best possible outcomes for pupils Good time keeping Resilience Flexibility	
-------------------------------------	--	--