

**Person Specification for Teachers in Great Oaks College
Life Skills Pathway/Sensory Pathway/ Vocational Pathway**

	Essential	Desirable	Assessed Via		
Qualifications:					
Graduate	✓		Application form – certificates checked at interview		
QTS or QTLS	✓				
Meets National Teaching Standards in all respects.	✓		Task		
Experience:					
Experience teaching Learners who have severe learning difficulties	✓		Application form		
Experience teaching Learners with Autism and using appropriate strategies including TEACCH	✓		Application Form		
Evidence of further professional study in issues related to the special education.		✓	Application form		
Experience in teaching Life Skills such as home management, cooking, shopping and developing hobbies and interests.	✓ Experience in one or more of these fields is essential.		Application Form Interview		
Experience in teaching students with Profound and Multiple Learning Difficulties			Application Form Interview		
Experience in teaching Vocational subjects such as Horticulture or Facilities Management			Application Form Interview		
Able to use a range of augmented communication methods e.g. Intensive interaction, PECs, Makaton, Eye Gaze, Switches		✓	Application Form Task		
Able to support and assist learners to develop their independence and self-care skills, including personal care.			Application Form Interview		
Experience working with a multi-professional team including therapy team (Physiotherapists, SALT, OT)		✓	Application Form		
Able to lead a classroom team and manage and deploy classroom assistants to support learning	✓		Task		
Experience and confidence in managing learners whose behaviour can be challenging	✓		Task		
Clear communicator both verbally and in writing. Able to speak and write in grammatically correct English.	✓		Application form Interview		
Familiar with a range of assessment methods as a basis for planning programmes for progress.	✓		Interview		
Knowledge of the requirements of accredited courses e.g. OCR, NOCN, AQA, ASDAN,	✓		Interview		
Excellent ICT skills.	✓		Application Form		
Ability to teach a range of subjects including functional Maths, English and ICT	✓		Application Form		
Experience in specialist FE setting		✓	Application Form		
Personal Qualities:					

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A drive to support learners to reach their personal goals and full potential so that they are able to lead rich and meaningful lives as adults.	✓		Application Form		
Positive attitude to College development and able to contribute own ideas and solutions to issues.	✓		Interview		
Sense of humour, confident, and resilient	✓		Interview		
Highly organised and able to manage own workload and meet deadlines.	✓		Reference		
Calm, and able to deal with challenging situations as these arise.	✓		Reference		
Sensitivity to the needs of learners who have disabilities and the challenges encountered by their families.	✓		Interview		
Excellent attendance record	✓		Reference		
Ability to speak another language		✓	Application Form		
Experience driving minibuses/willingness to learn to do so		✓	Interview		