



Person Specification

Post: Teacher in Charge (Darwin),
Location: The Darwin Centre, Ida Darwin, Fulbourn CB21 5EE

The following criteria are appropriate for this post. You must meet the essential criteria in order to be shortlisted for the post and it would be advantageous if you meet the desirable criteria.

Education, Qualifications & Training

Essential	Desirable
Good honours degree	Training in Special Needs Education
Secondary PGCE or recognised teaching qualification	Higher level qualification in educational field
GSCE grade C or higher in Maths & English	Training in SEMH.
	Recent mainstream teaching experience
	Training in leadership

Experience & Knowledge

Essential	Desirable
Experienced secondary specialist with a track record of outstanding practise.	Particular expertise of working in alternative education provision for example, medical needs or SEMH provision
Experience of leadership at a minimum of middle leadership level	Leading a team and line management experience
Ability to self-evaluate and formulate strategies to implement and maintain outstanding teaching and learning across the team	A proven track record of school improvement and impact
Ability to work with 11-18 year olds who have a range of SEMH and educational needs from to A-Level	Knowledge of a range of issues relating to education of pupils with mental health needs
Excellent AfL strategies in teaching and learning in 1:1 and classroom settings	The ability to work jointly with mainstream schools and outside agencies
ICT skills to meet both curricular and administrative needs	The ability to work within a multi-disciplinary team
Thorough knowledge of child protection and safeguarding practices	Experience of working in 1:1 teaching situations
	An interest in an additional curriculum area e.g. art, ICT, drama, music, basic skills etc.

Skills & Attributes

Essential	Desirable
Ability to monitor pupils progress and keep accurate records	Clean driving licence
Ability to communicate effectively verbally and in written form with pupils, parents and professionals	
Ability to respond flexibly to a range of problems	

Ability to empathise, support and encourage pupils with significant acute SEMH presentation and a range of SEND difficulties.	
Ability to write accurate assessment reports as part of the monitoring of the pupils for the multi-disciplinary team meetings	
Ability to motivate, support and manage team	
Leadership and team working skills	
Understanding of the importance of continuing education and reintegration	
Good observation and listening skills	

Professional Qualities

Essential	Desirable
An excellent communicator who is able to work effectively with pupils, parents, colleagues, members of the NHS multi-disciplinary team and outside agencies	
Good or outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate pupils	
Ability to establish productive working relationships and work well in a team	
Commitment to equality of opportunity and high aspirations for the achievement of all pupils	
Evidence of commitment to the safeguarding of all young people	
A personal commitment to the continuing development of teaching skills in order to have a positive impact on pupil outcomes	

Personal Qualities

Essential	Desirable
The ability to cope with the stress of working with young people with significant mental health needs and who may self-harm.	
Maintenance of strict confidentiality at all times	
Enthusiasm, energy and personal dynamism	
Approachable, friendly and patient	
Good sense of humour	
Able to prioritise and meet deadlines	
High level of integrity, honesty and fairness	
Demonstrates personal enthusiasm for the learning process	
Clear, concise and positive attitude	
Clear and forward thinking leadership style	