

HEADTEACHER
Dawn Brettell



Person Specification Reynalds Cross School

REYNALDS CROSS SCHOOL
Kineton Green Road
Olton
Solihull B92 7ER

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REYNALDS CROSS SCHOOL
Green Lane
Shirley
Solihull B90 1AE

Telephone: 0121 430 3811

Reynalds Cross is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff and volunteers are expected to share this commitment. Appointment is subject to satisfactory safeguarding checks.

An enhanced DBS and social media checks will be required for all successful applicants

Post Title	Teacher
School	Reynalds Cross School
Salary Band/Range	Main scale pay range M1 - M6 £28000.00 - £38810.00 + SEN Allowance £2384.00
Hours / Weeks	32.5 per week
Responsible to:	Headteacher

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EDUCATION AND QUALIFICATIONS	<ul style="list-style-type: none"> Qualified Teacher Status/ECT 	<ul style="list-style-type: none"> Further appropriate qualification e.g Advanced certificate in Education, BPhil or Masters Degree in ASD. Team Teach trained or equivalent behaviour-management training 	Application form
TEACHING EXPERIENCE	<ul style="list-style-type: none"> Proven teaching experience with SEN pupils. Evidence of delivering good or outstanding teaching Experience of working with pupils with a range of learning needs, including complex behaviour Secure knowledge and experience of supporting pupils with Autism 	<ul style="list-style-type: none"> Teaching experience with children who have complex, moderate or severe learning difficulties, and/or autistic spectrum 	Application form Task

Relationships	<ul style="list-style-type: none"> • Able to work collaboratively and in teams. • Commitment to building positive, honest and empathetic partnerships with parents and carers. • To maintain effective working relationships with external agencies and professionals • Able to plan for, direct and support learning support assistants effectively 		Application form Task Interview
Leadership and Management	<ul style="list-style-type: none"> • Experience of leading a classroom team - able to direct staff in an effective way for each session. • Able to deploy staff appropriately to meet the needs of pupils • Experience of supporting and developing colleagues through coaching and reflective practice • Effective time management skills, including meeting deadlines for reports, assessments and data 	<ul style="list-style-type: none"> • Leading a team effectively - distribution of tasks • Evidence of effective delegation and monitoring of tasks 	Application form Task Interview
Curriculum	<ul style="list-style-type: none"> • A good knowledge of implementing the Curriculum differentiated at appropriate levels. 	<ul style="list-style-type: none"> • Experience of subject or coordination • Experience of specialist curriculum approaches for pupils with autism 	Application form Interview

Reynalds Cross is a safe, supportive and fun environment that nurtures individuality and enables every child to flourish to be the best they can be.



	<ul style="list-style-type: none"> • An ability to plan an exciting creative curriculum meeting a range of pupils needs. • Ability to plan, assess and record pupil's progress within the schools' framework. • Confident use of ICT to support learning and assessment. • Enthusiasm to lead a curricular subject to assist with school improvement 	and/or challenging behaviour	
Communication	<ul style="list-style-type: none"> • A high level of oral communication skills and a proven ability to relate effectively to pupils, colleagues and parents. • An ability to write concise factual reports of pupil progress for the purposes of reviewing EHCP's, end of year reports, PLP's etc. • An ability to manage and meet reporting deadlines 	<ul style="list-style-type: none"> • Experience of using and other alternative/augmentative communication systems including Makaton. • Experience of writing annual review/reports for a range of statutory and non-statutory purposes 	Application form Interview
Wider professional commitment	<ul style="list-style-type: none"> • A willingness to take an active and positive part to whole school development and improvement. • Willingness to further own professional development through reflection of practice 	<ul style="list-style-type: none"> • Willing to lead school based INSET or professional learning 	Application form Interview
OTHER REQUIREMENTS	<ul style="list-style-type: none"> • A commitment to safeguarding and promoting the 		Application form Interview

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	<p>welfare of children and vulnerable adults</p> <ul style="list-style-type: none"> • A commitment to the Solihull behaviours as outlined in the Job Description. • A willingness to contribute positively to the ethos, values and wider life of the school. • A willingness to undertake staff training as required, eg Safeguarding / First Aid / Health & Safety 		References
COMPILED BY:		Date:	

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