



Person Specification – Teacher

"Where Every Child Can Shine"

At Earley Springs, we believe that outstanding specialist education begins with outstanding people. We are looking for teachers who see possibilities rather than limitations, who presume competence, and who believe that every child deserves an ambitious education regardless of diagnosis, communication differences or barriers to learning.

We recognise that our children do not always learn in a linear way, but we never lower our expectations. Instead, we adapt our teaching, continually reflect on our practice and work together to ensure every child receives the very best educational experience possible.

Criteria	Essential	Desirable	Assessment
Qualifications	Qualified Teacher Status (QTS) (or equivalent recognised teaching qualification). Evidence of ongoing professional development.	National SENCo Award, additional SEND qualifications or specialist training (e.g. SCERTS, TEACCH, Intensive Interaction, Attention Autism, Makaton, AAC, Spelling 2 Communicate, S2C).	Application / Certificates

Experience	Experience of teaching children in EYFS, primary or secondary education. Experience of adapting teaching to meet individual needs. Experience of assessing pupil progress and using assessment to inform planning.	Experience within a specialist setting or with children with communication and interaction needs. Experience working with pupils with EHCPs. Experience of multidisciplinary working.	Application / Interview / References
Teaching & Learning	Demonstrates consistently high expectations for every learner. Able to create engaging, ambitious and personalised learning experiences. Able to adapt teaching without reducing challenge. Able to build positive relationships which enable children to flourish.	Experience delivering highly personalised or specialist curricula. Experience embedding communication strategies throughout teaching.	Lesson Observation / Interview
Professional Values	Demonstrates a belief that every child can learn and make progress. Understands that learning is not always linear and is committed to continually adapting practice. Embraces reflective practice and continuous improvement. Shares the school's commitment to presuming competence and maintaining ambitious expectations for all pupils.	Experience contributing to curriculum innovation or school improvement.	Application / Interview

Communication & Teamwork	Excellent communication skills. Works collaboratively with colleagues, families and external professionals. Values the expertise of others and contributes positively to a multidisciplinary team.	Experience leading or mentoring colleagues.	Application / Interview / References
Personal Qualities	Compassionate, resilient, reflective and emotionally intelligent. Positive, solution-focused and flexible. Professional role model with high standards of integrity. Passionate about making a genuine difference to children's lives.	Experience supporting whole-school initiatives or leading enrichment opportunities.	Interview / References
Safeguarding & Professional Conduct	Demonstrates an unwavering commitment to safeguarding and promoting the welfare of children and young people. Understands professional boundaries and the importance of maintaining public trust. Demonstrates honesty, integrity and accountability. Willing to undergo all pre-employment safeguarding checks, including Enhanced DBS with Children's Barred List check, verification of identity, qualifications, right to work, online searches, prohibition from teaching checks (where applicable), health declaration and satisfactory references in line with Keeping Children Safe in Education.	Up-to-date safeguarding and Prevent training. Designated Safeguarding Lead training or equivalent.	Application / Interview / References / Pre-employment Checks

What We Will Be Looking For

Beyond qualifications and experience, we are looking for people who:

- Believe every child deserves an ambitious education.
- Presume competence, regardless of how a child communicates or learns.
- See strengths before barriers.
- Maintain exceptionally high expectations whilst recognising that progress looks different for every learner.
- Are excited by the opportunity to challenge traditional approaches to specialist education.
- Are curious, reflective and always striving to improve.
- Thrive within a collaborative team and value the contribution of colleagues and families.
- Place children's wellbeing, dignity and safety at the centre of every decision they make.

Earley Springs Safer Recruitment Statement

Earley Springs School is committed to safeguarding and promoting the welfare of children and young people. We expect every member of staff to share this commitment and to demonstrate this through their values, behaviours and professional practice.

The successful applicant will be required to satisfy all safer recruitment requirements in accordance with the latest *Keeping Children Safe in Education* guidance. This includes an Enhanced DBS check with Children's Barred List information, identity and qualification verification, online searches, prohibition checks (where applicable), right to work checks, satisfactory references and a declaration regarding disqualification where relevant.