



Person Specification

Teacher

(E) = Essential

(D) = Desirable

Experience

Important! Engaging Potential works with young people of secondary school age who have Behavioural, Emotional and Social Behavioural Difficulties (BESD) that require an alternative to mainstream schooling. Our young people typically present very challenging behaviour, and your personal and emotional resources are under pressure every day. For this reason, we require the post holder to have a broad range of teaching practice as well as experience of working in challenging environments as indicated below.

Candidates should be able to show evidence of:

- At least three years' experience working in education at various levels **(E)**
- Experience of leading and/or supporting sessions in a range of subjects **(E)**
- Good subject knowledge in English, Maths, Science or ICT would be advantageous **(D)**
- Experience of providing support to a relevant, (i.e. demanding and challenging), caseload of young people over at least one year **(E)**
- Experience of planning individual schemes of work **(E)**
- Experience of supporting the writing of individual education plans (IEP's) **(E)**
- Team building experience **(D)**
- Experience of multi-professional working **(D)**
- Experience of teaching in a Pupil Referral Unit or Special Education would be advantageous **(D)**
- Experience of ICT including Microsoft Word, Excel, PowerPoint and Outlook **(E)**

Knowledge and Commitment to Learning

- Commitment to continuous professional development **(E)**

Qualifications

- Teaching Qualification **(E)**
- GCSE English and Maths at Grade C or above **(E)**
- Qualifications relating to teaching students with additional needs e.g. OCR Level 5/7 Teaching learners with Specific Learning Difficulties or SEND qualifications would be advantageous **(D)**

(N.B. Finding people with the right personal qualities is as important to us as formal qualifications, though the successful applicant will be keen to continue their professional development and qualification.)

Skills

The candidate must demonstrate:

- Excellent organisational skills **(E)**
- An ability to communicate well in person and on paper with excellent interpersonal skills **(E)**
- An ability to plan, deliver and review sessions with young people **(E)**

- An ability to work with little or no supervision as and when required **(E)**
- An ability to organise own work as and when required and to keep records and carry out all associated administration **(E)**
- ICT skills for administration and communication purposes **(E)**
- An ability to present material to groups **(D)**
- An ability to build supportive relationships with participants whilst:
 - maintaining professional boundaries **(E)**
 - challenging appropriately when in the best interest of the participant **(E)**

Personal Qualities

The candidate must demonstrate:

- Commitment to equality of opportunity and motivation to promote this, along with a positive attitude to young people **(E)**
- An ability and willingness to respond positively and effectively to change and new ideas **(E)**
- A commitment to a person – centred, holistic and non-judgmental approach **(E)**
- Persistence, enthusiasm and patience **(E)**
- A strong belief in the potential of, and a positive attitude towards, young people, including those who present challenging behaviour **(E)**
- An ability to plan, facilitate and lead 1:1 and groups sessions **(E)**
- Reliability and ability to apply procedures as required **(E)**
- Effective personal boundaries **(E)**

Equal Opportunities: Statement of Intent.

Engaging Potential aspires to equality of opportunity in its recruitment and professional practices (i.e. applicable to programme young people and to staff) and will not tolerate discrimination on the basis of gender; nationality; race; ethnicity; age; disability status; sexual orientation; religion; belief; creed or any other grounds which may lead to discrimination. The management team encourage contact from anybody with concerns or comments about Engaging Potential's policies or practices.

Engaging Potential is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will be expected to undergo the necessary DBS and other relevant clearance checks.