



St John's Special School and College

Personnel Specification

PE & Outdoor Education Instructor

		Essential Attributes	Preferred Attributes
1	Educational Qualifications	<ul style="list-style-type: none"> Evidence of recent and impactful professional development relevant to Physical Education/Outdoor Education Educated to at least degree level or equivalent qualification First Aid qualification (training can be given if required) 	<ul style="list-style-type: none"> Specific qualifications related to Outdoor Learning such as forest school SEN specific qualification
2	Experience	<ul style="list-style-type: none"> Proven impact in enhancing outcomes for pupils in PE and /or outdoor education with SEND/SLD/PMLD 	<ul style="list-style-type: none"> Effective leading on an area of responsibility in order that (pupil) progress is enhanced
3	Skills and Knowledge	<ul style="list-style-type: none"> Ability to work effectively with a range of professionals and pupils' families to support learner progress Knowledge and sympathetic understanding of a range of special needs including SEND/SLD/PMLD The skills and knowledge to create a positive climate for learning Consistent delivery of learning well matched to meet all pupils' needs and abilities Ability to effectively safeguard vulnerable children Use of assessment information to implement precise interventions to further learning Work effectively as part of a school team to ameliorate pupil progress Effectively develop pupils' understanding of British values Ensure pupils' social, moral, spiritual and cultural development is strong Support conduct and learning behaviour effectively with increasingly positive outcomes Ensure due focus on your own professional development and continuous learning and improvement Lifeguard qualification (training can be given if required) Qualified first aider (training will be given if required) Understanding of the therapeutic benefits of PE to pupils with SEND/SLD/PMLD 	<ul style="list-style-type: none"> A SEN specialism. For example, an exceptional understanding of SEND/SLD/PMLD or developmental disability, and evidence of how this has previously impacted progress. Have a clean driving licence to enable training to drive a minibus Qualified Swimming Instructor Qualified First Aider

4	Other	<ul style="list-style-type: none"> • Emotional resilience in working with children that can be challenging • A determined approach to augment the progress and development of learners with SEND/SLD/PMLD • This is a customer facing post and the post holder must have the ability to fulfil all spoken and written aspects of the role with confidence through the medium of English 	
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The school is committed to safeguarding, the welfare of pupils and ensuring equality of opportunity for all pupils, staff, parents and carers; irrespective of age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, belief, sex or sexual orientation and expects staff to share that commitment.

DBS Required (please indicate the legal reason for DBS – if in doubt discuss with HR)	<input type="checkbox"/> Not applicable for this post <input checked="" type="checkbox"/> Direct supervised or unsupervised contact with children or vulnerable adults <input type="checkbox"/> Working within Fostering & Adoption Service (Any post) <input type="checkbox"/> In a position of authority/trust (Senior Management) <input type="checkbox"/> Other eg: auditors, solicitors
Work Related Travel (please indicate as appropriate)	<input type="checkbox"/> Required to attend home visits/ meetings <input type="checkbox"/> Ability to travel around the county <input type="checkbox"/> Provide car for business use (Essential User)
Health & Safety Risk Assessment (please indicate which are applicable)	<input checked="" type="checkbox"/> Regular exposure to mental pressures and demands <input type="checkbox"/> Visual Display Equipment – regular use <input type="checkbox"/> Exposure to substances hazard to health <input checked="" type="checkbox"/> Possible exposure to infection <input checked="" type="checkbox"/> (occasional risk) Risk of verbal abuse <input checked="" type="checkbox"/> (Possible due to children's complex needs) Risk of physical assault <input checked="" type="checkbox"/> Working alone <input type="checkbox"/> Adverse environmental conditions <input type="checkbox"/> Use of dangerous machinery <input type="checkbox"/> Driving PSV/HGV vehicles