



OAK HAVEN SCHOOL

Person Specification

Nurture Teacher with Technology Specialism

Criteria	Essential	Desirable
Qualifications	Qualified Teacher Status (QTS) or recognised equivalent	Additional qualifications in SEND, SEMH, Engineering, Construction, Multi-skills, Design Technology or a related subject
Teaching Experience	Successful teaching experience	Experience of teaching in a specialist SEND, SEMH or alternative provision setting
Technology Specialism	Strong practical skills and subject knowledge in Engineering, Construction, Multi-skills or a related discipline	Experience of delivering vocational qualifications or industry-recognised programmes
Construction	Understanding of practical construction processes and safe working practices	Experience in carpentry, joinery, brickwork, decorating, maintenance or other construction disciplines
Engineering	Understanding of engineering principles and practical problem-solving	Relevant engineering, workshop or technical experience
Curriculum	Ability to plan and deliver an engaging, differentiated curriculum	Experience of developing vocational, practical or project-based curriculum
SEMH	Understanding of the needs of children and young people with SEMH difficulties	Experience of working specifically with learners with complex SEMH needs, trauma or adverse childhood experiences
Trauma-Informed Practice	Understanding of the importance of relationships, consistency and emotional regulation	Formal training or qualification in trauma-informed practice, attachment or relational approaches
Behaviour	Ability to establish clear routines, boundaries and expectations	Experience of successfully supporting learners with significant behavioural or emotional needs

Relationships	Excellent interpersonal skills and ability to build positive professional relationships with young people	Experience of restorative or relational approaches
Teaching	Ability to deliver consistently high-quality teaching	Experience of personalised or highly differentiated teaching
Assessment	Ability to assess, monitor and demonstrate learner progress	Experience of assessment within specialist SEND or SEMH settings
Health & Safety	Understanding of health and safety responsibilities within practical learning environments	Relevant workshop, construction or industry health and safety qualifications
Teamwork	Ability to work effectively as part of a multidisciplinary team	Experience of directing and supporting teaching assistants
Communication	Excellent verbal and written communication skills	Experience of working with parents, carers and external professionals
Safeguarding	Strong understanding of safeguarding responsibilities	Relevant safeguarding training
Professionalism	High levels of integrity, resilience, reliability and professionalism	Evidence of leadership or curriculum responsibility
Inclusion	Commitment to equality, inclusion and high expectations for all learners	Experience of removing barriers to learning for vulnerable learners
Resilience	Ability to remain calm and consistent in challenging situations	Experience of working successfully in high-pressure environments
Innovation	Willingness to develop new approaches and vocational curriculum opportunities	Experience of establishing or developing practical/vocational provision

Personal Qualities

The successful candidate will:

- Be passionate about improving outcomes for children and young people with SEMH needs.
- Believe strongly in the potential of every learner.
- Be calm, consistent, patient and resilient.
- Build authentic and positive relationships with young people.
- Have high expectations while recognising individual barriers to learning.
- Be reflective and committed to continuous professional development.
- Be enthusiastic about Engineering, Construction and Multi-skills.
- Be creative and able to identify practical ways to engage learners.
- Be committed to developing vocational pathways and employability skills.
- Be able to inspire learners who may have previously experienced failure within education.
- Be committed to safe and responsible practical learning.
- Be willing to contribute positively to the wider life of the school.
- Demonstrate excellent teamwork and communication.
- Be committed to Oak Haven School's values of **Empower, Heal, Thrive**.
- Understand that successful education for our learners begins with relationships, safety, trust and consistency.