



OAK HAVEN SCHOOL

Person Specification

Nurture Teacher with Science Specialism

Criteria	Essential	Desirable
Qualifications	Qualified Teacher Status (QTS) or recognised equivalent	Additional qualifications in SEND, SEMH, Science or a related discipline
Science	Strong subject knowledge across the Science curriculum	Specialism in Biology, Chemistry or Physics
Teaching Experience	Successful teaching experience	Experience of teaching Science across KS2–KS4
SEMH	Understanding of the needs of children and young people with SEMH difficulties	Experience of teaching in a specialist SEND, SEMH or alternative provision setting
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
Curriculum	Ability to plan and deliver an engaging, differentiated curriculum	Experience of developing a Science curriculum or schemes of work
Qualifications & Accreditation	Understanding of assessment and accreditation pathways	Experience of preparing learners for GCSE Science or other Science qualifications
Practical Science	Understanding of safe practical Science and risk assessment	Experience of delivering practical investigations across KS2–KS4

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
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 curriculum leadership or 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 curriculum opportunities	Experience of STEM, project-based or cross-curricular learning

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 an enthusiastic and knowledgeable Science teacher.
- 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 able to inspire learners who may have previously experienced failure within education.
- Be confident in delivering practical and investigative Science.
- Be committed to developing learners' scientific knowledge, skills and curiosity.
- Be creative and willing to develop new curriculum opportunities.
- 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.