**Specialist (SpLD - Specific Learning Difficulty) Teacher Person Specification**

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|  | *Essential*  | *Desirable* |
| **Qualifications** | Qualification in Teaching (Primary or Secondary)Specialist qualification: post–graduate diploma or equivalent in Specific Learning Difficulties (SpLD OCR Level 5 minimum or 7) Evidence of appropriate continuous professional developmentKnowledge and Understanding of Autism | Good Honours DegreeFurther Professional QualificationsAutism Qualification or Experience |
| **Knowledge, Skills and Experience** | Experience of developing, providing and delivering specialist, differentiated and individualised teaching programmes to address pupils’ needs.Experience of working with pupils who have difficulties characteristic of Dyslexia and Dyscalculia.Ability to oversee programmes of intervention delivered by teaching and teaching assistant staff across the school. Ability to manage and encourage good behaviour. Experience of implementing policies consistently and assessing outcomes.Familiarity with Renewed Frameworks, National Curriculum and updated Policies and Procedures. Experience of administering specialist assessments, analysing and interpreting results and providing written reports for pupils, parents and professionals.Ability to make appropriate use of ICT for teaching and learning and for monitoring and recording data. Experience of developing the knowledge, skills, understanding and expertise of teaching and non-teaching staff.Demonstrating effective communication, planning and organisational and skills, including the ability to meet agreed deadlines.Developing positive working relationships within a multidisciplinary framework to support inclusion. | Ability to develop best practice through wide range of imaginative approaches. Experience of managing a small team of staff.Ability to provide training for a range of audiences. |
| **Personal Qualities** | Autism Knowledge and understandingEnthusiasm ResilienceTeam-working skills Reliability and Integrity Personal Organisation Ability to meet deadlinesAbility to use diplomacy to bring about changeFlexibility | Strategic Planning Strategic Behaviour ManagementMotivational SkillsCoaching Skills Engagement in own continuous professional development |

Due to this post having access to children, candidates will be required to undertake a DBS check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information.