

PERSON SPECIFICATION - SENd TEACHER

You are asked to focus upon demonstrating the extent to which you meet each of the selection criteria that are marked with an asterisk below, (see numbers 2, 5, 6, 7, 8, 14) when writing your personal statement which you will find in the application form.

Candidates who are shortlisted for interview will also be required to demonstrate their ability to meet the remaining criteria outlined on this Person Specification during the selection process, with the exception of their qualifications. These will be evidence from the application form and your production of any original relevant certificates at interview.

Key: A (Application Form), I (Interview), LO (Lesson Observation)

		Level needed:		Assessed by:		
		Essential	Desirable	A	I	LO
	Qualifications					
1	Qualified Primary Teacher Status (or to be attained by September 2014)	✓		✓		
	Experience of					
2*	Successful teaching or placement experience working with pupils in EYFS or KS1 and/or KS2 who have a variety of learning needs including English as an additional language	✓		✓	✓	
3	Establishing effective partnerships with parents/carers		✓		✓	
	Specialist Knowledge and Skills					
	Experience of setting individual targets in line with IEPs/Provision Maps	✓		✓	✓	
	Knowledge of strategies to enable children with SEN to make progress and meet their individual targets	✓		✓	✓	
	Proven record of improving attainment and progress of children with SEN	✓		✓	✓	
	Experience of working with parents and professionals to ensure children with SEN meet their individual targets	✓		✓	✓	
	Experience of advising class teachers of strategies to use with children with SEN	✓		✓	✓	
	Skills and abilities	Essential	Desirable	A	I	LO
4	Knowledge and understanding of the teacher's role in safeguarding and the promotion of the well-being of children	✓		✓	✓	
5*	Knowledge of the development of quality approaches to raising standards, including pupil progress and attainment.	✓			✓	
6*	To successfully use a wide range of effective behaviour management strategies to maintain the good standard of behaviour across school.	✓			✓	

7*	The ability to provide a rich learning environment through: 1. Establishing and maintaining a purposeful working atmosphere 2. Planning, preparation and delivery of programmes of work as appropriate 3. Assessing and recording the progress of children's learning in order to inform the next steps for teaching and learning.	✓		✓	✓	
8*	The ability to work effectively in a team	✓		✓	✓	
9	The ability to teach well planned, differentiated and organised lessons	✓		✓	✓	
10	Excellent organisational and time management skills and an ability to prioritise		✓		✓	
11	To maintain positive and supportive relationships with a range of stakeholders: children, staff, parents, governors, professional teams and agencies		✓		✓	
12	Excellent interpersonal and communication skills at all levels		✓		✓	
13	An understanding of phonics		✓	✓	✓	
14*	The ability to teach using a variety of styles and approaches, e.g. whole class, groups and individuals	✓		✓	✓	
	Knowledge	Essential	Desirable	A	I	LO
15	The statutory requirements of legislation concerning Safeguarding Children, Equal Opportunities, Health & Safety and SEND	✓		✓	✓	
16	A thorough knowledge and understanding of how children learn, develop and progress through life stages and events	✓			✓	
17	Of how literacy and numeracy skills can and should be used across the curriculum	✓			✓	
17	How ICT can be used effectively to motivate children and enhance learning		✓		✓	
18	Equalities and inclusion policies and how these are implemented in schools		✓		✓	
	Personal qualities	Essential	Desirable	A	I	LO
19	Personal 'presence' and confidence	✓			✓	
20	Committed to own professional development	✓			✓	
21	Empathetic	✓			✓	
22	Enthusiastic	✓			✓	
23	Resourceful	✓			✓	
24	Resilient	✓			✓	
25	Always professional and be a good role model	✓			✓	

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an enhanced DBS check.