

Person Specification

This table lists the essential and desirable requirements needed in order to perform the job effectively.

Candidates will be shortlisted based on the extent to which they meet these requirements.

Essential: Requirements without which the job could not be done.

Desirable: Requirements that would enable the candidate to perform the job well.

Evidence: **A** = Application Form, **I** = Interview, **R** = Reference.

	Essential	Desirable	Evidence
Qualifications and Professional Development			
Degree	X		A
QTS			A
Evidence of recent and relevant SEN qualifications / training	X		A
Experience			
Experience working across the primary age range	X		A, I, R
Experience of working with children with a range of SEN including those with dyslexia and or autism	X		A, I, R
Experience of using a range of teaching strategies designed to meet the educational needs of children with different learning difficulties	X		A, I, R
Working closely with parents, Learning Support Assistants and other professionals	X		A
National Award for Special Educational Needs Co-ordination or to be attained with 3 years from date of appointment		X	A
Professional Knowledge and Understanding			
Sound knowledge of the National and Early Years Curriculums	X		A, I, R
Ability to plan, teach and assess effectively a range of pupils, including those working at p levels	X		A, I, R
A practical understanding of equal opportunities	X		I, R
Secure subject knowledge, particularly of early literacy and numeracy	X		A, I, R

Understanding of and ability to use teaching and learning strategies appropriate for Children with SEN	X		A, I, R
Understanding of and ability to use teaching and learning strategies appropriate for children with very specific needs such as those related to autism	X		A, I, R
The statutory requirements of legislation concerning Equal Opportunities, Health and Safety, SEN and Child Protection	X		A, I, R
The positive links necessary within school and with all its stakeholders	X		A, I, R
Personal Skills and Attributes			
The ability to communicate effectively in a verbal and written form to a range of audiences	X		A, I
A highly motivated, energetic and enthusiastic teacher who is approachable and promotes positive relationships	X		A, I, R
A proven track record as an excellent, creative teacher who motivates children	X		A, I, R
Able to relate well to children and share their interests and enthusiasms	X		A, I, R
Effective administrative and organisational skills	X		A, I, R
Ability to communicate orally and in writing to a wide range of audiences, including outside agencies	X		A, I, R
Ability to manage effectively pupil discipline and have a commitment to a high level of pastoral care, working knowledge of ICT for teaching and administrative purposes	X		A, I, R
Ability to cope with the pressures of a demanding management position	X		A, I, R
Passionate about Teaching and Learning	X		I
Displays warmth, care and sensitivity in dealing with children	X		I
Open minded, self-evaluative and adaptable to changing circumstances and new ideas	X		I
Able to enthuse and reflect upon experience	X		I
Willingness to be involved in the wider life of the school	X		I
Ability to prioritise	X		I
Good interpersonal/communication skills	X		I

