

# PERSON SPECIFICATION



**POST:** Specialist Teacher for Students with Special Educational Needs

**DATE:** Sept 2017

Criteria / Standard	E/D	Source of Evidence
<b>Qualifications</b>		
GCSE (or equivalent) in English, maths and Science GCSE	E	Application
Level three qualifications (A level, Btec) or above	E	Application
Qualified Teacher status/good honours degree <u>or</u> other appropriate professional qualification	D	Application
RSA/OCR qualification for Teaching Adults and Children with Specific Learning Difficulties or equivalent Speech and Language qualification to level 5 (or a candidate with relevant experience prepared to attain appropriate qualifications)	E	Application
<b>Professional Attributes</b>		
High expectations of learners and a commitment to ensuring they achieve their full potential	E	Interview
Imaginative and innovative	E	Interview
Aware of professional duties	E	Interview
Organised and systematic	E	Interview
Clear thinker and communicator	E	Interview
Ability to work independently and as part of a team	E	Interview
Ability to lead by example and act upon professional advice	E	Interview
Understands issues involved in school improvement	E	Interview
Ability to reflect on and improve practice	E	Interview
Ability to maintain confidentiality	E	Interview
<b>Professional knowledge and understanding</b>		
Excellent subject knowledge	E	Application/Interview
Knowledge of a range of Special Educational Needs	E	Application/Interview
Experience in teaching phonics	E	Application/Interview
Experience in reading/spelling at below level 3	D	Application/Interview
Experience in teaching students with speech and language difficulties	D	Application/Interview
Experience/awareness of a range of teaching, learning and behaviour management strategies	E	Application/Interview

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Experience/awareness of assessment for learning strategies	E	Application/Interview
Ability to use data to evaluate effectiveness of teaching and learning/monitor progress	E	Application/Interview
Ability to use skills in literacy, numeracy and ICT	E	Application/Interview
Aware of current national trends in the specialism	E	Application/Interview
Keen to try out and develop new ideas and practices	E	Application/Interview
Committed to positive behaviour management	E	Application/Interview
<b>Personal skills and attributes</b>		
Relates well to students	E	Reference/Interview
Listens effectively and is sensitive to the views of others	E	Reference/Interview
Articulate – ability to explain and advise for all levels of ability	E	Reference/Interview
Commitment to curriculum enrichment activities	E	Reference/Interview
<b>Suitability to work with children</b>		
Responsible for promoting and safeguarding the welfare of children and young persons	E	Reference
The post is subject to enhanced DBS checks		Document verification