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| **Person Specification****Specialist SEN Class Teacher** |

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| CATEGORY | CRITERIA | Essential | Desirable | MEASURED BY |
| Qualifications | * PGCE or equivalent
* QTS status
* Commitment to completing Bladon induction programme including specific Safeguarding and Child Protection modules
* Right to work in UK
	+ Additional specialist qualification in SEN
 | XXXX | X | * Application
* Certificates
* Interview
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| Experience | * Leading and managing adults in the classroom
* Teaching children and/or young people with SEN
	+ Previous role in SEN /LD setting
	+ Supporting or willing to support young people with challenging behaviour
	+ Specific experience with either MLD or SLD pupils
 | X |  X X X X | * Application
* Interview
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| Knowledge | * Up to date knowledge and understanding of KCSIE
* Knowledge of the role and an understanding of its rewards and challenges
* Understanding of children with SEN (Autism and attachment)
* Strategies to support managing challenging behaviour
* Understanding of the National Curriculum framework, AIM awards and EQUALS curriculum
* Up to date knowledge of 2019 Ofsted framework
* Practical understanding of the SEND Code of Practice including EHCP format and structure
 | XXXXXX | X | * Application
* Interview
* References
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| Skills | * Good literacy and numeracy skills
* Positive and effective communication skills
* Ability to work as a team member
* Able to use own initiative
* Ability to plan and deliver learning programmes around specific needs of young people
* Use of data to inform planning
* Able to work in challenging circumstances
	+ Knowledge of augmentative communication and alternative communication tools
	+ Organising and planning off site and residential trips
	+ Attention to detail in report writing
 | XXXXXXXX | XX | * Application
* Interview
* References
* Interview tasks
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| Personal Qualities | * Demonstrates a commitment to upholding British Values and promoting these in the workplace
* Tolerance, patience and resilience
* Resilient and able to work with challenging behaviours
* A natural respect of the individuality and dignity of vulnerable young people
* An ability to engage with and enthuse pupils
* Show commitment to equality of opportunity at all times and have due respect for the diverse make up of colleagues and pupils
* Willing to develop extra-curricular interests
* Confident and positive
 | XXXXXXX | X | * Application
* Interview
* References
* Interview tasks
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