[](http://www.google.co.uk/url?sa=i&rct=j&q=&esrc=s&source=images&cd=&ved=2ahUKEwjxsLqDhtjkAhUDy4UKHbnfA6IQjRx6BAgBEAQ&url=http://haybrookcollege.co.uk/wellbeing-award-for-schools/&psig=AOvVaw141TgMPrp4R2__FccIXtiT&ust=1568816095836599)

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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 | X  X  X  X | X | * Application * Certificates * Interview |
| 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 |
| 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 | X  X  X  X  X  X | X | * Application * Interview * References |
| 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 | X  X  X  X  X  X  X  X | X  X | * Application * Interview * References * Interview tasks |
| 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 | X  X  X  X  X  X  X | X | * Application * Interview * References * Interview tasks |