



Teacher of Special Educational Needs and Disability Person Specification

	Essential	Desirable
Qualifications and Training	<p>QTS/ QTLS within either the primary or secondary field</p> <p>Ability to teach a subject applicable to a secondary setting</p> <p>Good use of ICT for both administrative reasons and to support learning</p> <p>Ability to use data to track student achievement and to identify interventions needed</p>	<p>Further qualifications within the field of SEND</p> <p>Extended CPD related to SEND pedagogy / research especially within the area of Speech, Language and Communication Needs</p>
Experience	<p>Ability to teach a subject/subjects throughout the age and ability range. This could range from KS1 to KS4 in terms of ability</p> <p>Experience working with students with SEND either in a mainstream or specialist setting</p> <p>Ability to work effectively with Teaching Assistants.</p> <p>Ability to work effectively with a range of external agencies.</p>	<p>Experience of teaching all abilities and learners with different needs in a diverse school</p> <p>Experience of teaching students within mixed ability setting</p> <p>Experience of leading enrichment activities to develop student character</p> <p>Experience of the EHCP process and co-ordinating provision</p> <p>Experience of supporting students with Social, Emotional and Mental Health Needs.</p>
Professionalism	<p>A reliable and dependable colleague</p> <p>Smart personal presentation</p> <p>Good timekeeping</p> <p>A positive role model for students</p>	<p>A can-do approach</p>
Quality of Relationships	<p>Ability to lead and work collaboratively with members of a large team</p> <p>Outstanding teacher pupil relationships</p>	<p>Ability to develop other colleagues' teaching practice within the field of SEND.</p>

	<p>Ability to display fairness and respect towards pupils and colleagues</p> <p>Outstanding classroom management</p>	
Curriculum	<p>A natural enthusiasm for their subject and their contribution to a broad and balanced education</p> <p>Ability to deliver lessons, which provide access, engagement and challenge for all students</p> <p>Professional commitment to pupil progress engaging and motivating students outside of the classroom</p> <p>Professional commitment to pupil progress and securing the best outcomes for students with SEND.</p>	<p>Effective and imaginative use of resources to bring lessons to life for students with SEND.</p> <p>Ability to contribute to the development of effective inclusive practice across the school.</p> <p>Ability to liaise with and support other teachers to develop their quality first teaching.</p>
Pastoral	<p>A willingness to support students to overcome barriers to learning.</p>	<p>An ability to guide students at transition points e.g. option choices and college places.</p>
Safeguarding	<p>A commitment to the protection and safeguarding of children and young people</p>	
General Attributes	<p>An ability to understand and be honest about one's own strengths and areas for development</p> <p>A can-do and optimistic attitude</p> <p>Ability to meet deadlines and manage workload</p> <p>An ability to independently problem solve</p> <p>Flexibility and humility</p> <p>A knowledge and understanding of safeguarding practices</p> <p>Belief in the capacity of all students with SEND to excel.</p>	