**PERSON SPECIFICATION**

**SEN Secondary Teacher – KS4**

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| **Requirements** | | **Essential** | | **Desirable** |
| **EDUCATION AND EXPERIENCE** | | * Qualified Teacher Status * Evidence of emotional intelligence required to set an example to others and to lead a team of ads other than teachers and to work in a staff team. * Respect for the views of parents and a commitment to the importance of the involvement of parents in the learning process. * Experience teaching children with moderate and complex learning difficulties. | | * Specific SEN qualification * Knowledge of the SEN Code of Practice * Skilled in supporting children with communication difficulties   • 1 year or recent experience of good/outstanding teaching desirable, preferably across the Key Stage 4 and in at least one special school. |

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| **Requirements** | **Essential** | **Desirable** |
| **SKILLS, KNOWLEDGE & ABILITIES**  **Skills, Knowledge and Abilities (continued)** | * An understanding of the different ways in which children learn and adapting pedagogical approaches to overcome barriers to learning and build on individual strengths. * Evidence of the ability to organise the curriculum appropriately for a class of pupils of mixed abilities, aptitudes and educational needs through differentiated planning, preparation, monitoring and assessment. * A thorough knowledge of the requirements of the National Curriculum and how to modify to suit the needs of learners with SENDs. * Evidence of good organisational skills to create and maintain a stimulating and attractive learning environment. * Evidence of the ability to define effective measures for the performance of pupils and classes and to keep these measures under systematic review. * Evidence of the ability to understand and respond to the emotional and communication needs of learners, including behaviours. * Evidence of good interpersonal skills and the ability to work as member of a team and develop and maintain good relations with external professionals as required. * Evidence of the ability to communicate clearly both orally and in writing with pupils, parents and colleagues. * An understanding of the responsibility of the class teacher with regard to the health and safety of pupils in their care; including safeguarding procedures. * Evidence of a commitment to an equal opportunities policy both in service delivery and employment, and an understanding of its effective operation within a school. An ability to ensure that each child’s identify is respected and maintained and enhanced and that stereotypes are challenged in a sensitive way. * An excellent classroom practitioner. * Genuine passion in wanting to teach children with SENDs. * Up to date with current legislation and initiatives and a comprehensive understanding of the National Curriculum. * Effective IT skills. | * Knowledge of pastoral approaches when working with vulnerable young people. * Creative flair and plenty of energy. * Expertise in at least one area of the curriculum. * Management and leadership skills in managing class teams. |

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| **Requirement** | **Essential** | **Desirable** |
| **PERSONAL QUALITIES** | * An enjoyment of teaching * Excellent interpersonal and communication skills. * Highly motivated, flexible and resilient. * Ability to time manage and meet deadlines. * Ability to build positive relationships with pupils, parents, governors and multi-agency teams. * Ability to support colleagues. * Willingness to attend to & help with pupils’ personal and pastoral care. * Knowledge of best practice and procedures with regard to safeguarding and promoting the welfare of our students. * Ability to problem solve. * Committed to promoting equality and advocating for all pupils. |  |