**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.
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