

Person Specification	SEND Teacher				
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Key	E (Essential) D (Desirable) A (Application Form) I (Interview)				
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	Experience and Qualifications	E	D	A	I
1	Qualified Teacher Status	✓		✓	✓
2	Degree or equivalent	✓		✓	✓
3	Evidence of a wide range of professional development	✓		✓	✓
4	Recent experience of teaching and supporting children with significant SEN in either mainstream, resource or special school settings	✓		✓	✓
	Professional Knowledge and Understanding, Skills and Attributes	E	D	A	I
5	An understanding of the characteristics of an effective school	✓		✓	✓
6	A clear understanding of inclusion, equal opportunities and inclusive practice	✓		✓	✓
7	Have an awareness of the issues surrounding inclusion, exclusion, reintegration and support	✓		✓	✓
8	Specific evidence of successful classroom teaching, including a commitment and thorough understanding of the Primary Curriculum	✓		✓	✓
9	A clear understanding of SEN and commitment to keeping abreast of developments and innovation in this field	✓		✓	✓
10	Evidence of an ability to create an exciting and well organized learning environment	✓		✓	✓
11	High standards and expectations of self and children	✓			✓
12	Evidence of excellent planning, target setting and the use of formative assessment and summative data to improve achievement	✓		✓	✓
13	The capacity to monitor and evaluate the quality of teaching and standard of pupils' achievement, and use benchmarks to set targets for improvement	✓		✓	✓
14	The ability to work as part of a team	✓		✓	✓
15	The ability to prioritise own time, work under pressure and to set and meet deadlines with a sense of balance and perspective	✓		✓	✓
16	Effective administrative and organisational skills	✓		✓	✓
17	An excellent knowledge of ICT for teaching and administration	✓		✓	✓
18	An understanding of the implications of equal opportunities and inclusion issues and an understanding of safeguarding	✓			✓
19	An understanding of and capacity to use, effective, differentiated strategies for managing pupil's behaviour	✓			✓
20	The ability to deploy additional adults effectively	✓			✓
21	An understanding of and commitment to, multi-agency working	✓			✓
22	A commitment to and experience of developing effective partnerships with parents and carers	✓			✓

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	Personal Skills and Attributes	E	D	A	I
23	Leadership skills – Ability to influence others by the presentation of ideas and to accept the good ideas from others	✓			✓
24	Solution focused skills – the ability to investigate, solve problems and make decisions	✓		✓	✓
25	Communication skills (both orally and in writing) – the ability to make points clearly and understand the views of all others, including colleagues and parents	✓		✓	✓
26	Personal resilience and the ability to support others	✓		✓	✓
27	Ability to initiate and develop new ideas	✓		✓	✓
28	Personal impact, self-confidence and presence	✓			✓
29	Energy, determination and perseverance	✓		✓	✓
30	An enthusiasm and commitment for the involvement with pupils, staff and Governors	✓			✓
31	Reliability and integrity	✓			✓
32	Ability to process personal and sensitive data in line with the General Data Protection regulations (GDPR) 2018.	✓			✓