

PERSONNEL SPECIFICATION

POST TITLE: SEND Teacher

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
EXPERIENCE	<ul style="list-style-type: none"> • Experience of teaching and supporting students with SEND. • Clear evidence of raising pupil achievement and tracking attainment. • Clear evidence of supporting and facilitating inclusive education within a primary academy. • Proven track record of excellent teaching across the curriculum. • Experience of working with parents and the community. • Experience of dealing with safeguarding issues and successful use of measures that promote effective safeguarding. 	<ul style="list-style-type: none"> • Experience of teaching children from a range of backgrounds with differing needs. • Experience of leading and delivery whole school INSET sessions. • Leading and coordinating at least one area of the curriculum. • Experience of preparing children for statutory assessment. • Experience in working with, and co-ordinating, a wide range of professionals, including outside agencies • Experience of differentiation and planning individual intervention programmes. • Experience of leading school improvement strategies. 	<ul style="list-style-type: none"> • Application form • Letter of application • References • Interview
QUALIFICATIONS	<ul style="list-style-type: none"> • Recognised DfE teaching qualifications e.g. B.Ed, PGCE. • Qualified Teacher status. • Evidence of a range of recent and relevant training. 	<ul style="list-style-type: none"> • Specialist qualifications relevant to the advertised job. • Completed SENDCO Accreditation (or willingness to complete within 3 years of taking post) • Evidence of further study. • Relevant training in ICT. • Able to offer a specialism in more than one subject. 	<ul style="list-style-type: none"> • Application form • Letter of application • References • Interview
SPECIAL KNOWLEDGE	<ul style="list-style-type: none"> • Knowledge and understanding of principles underpinning inclusion and equality of opportunity. 	<ul style="list-style-type: none"> • Knowledge and understanding of statutory assessment. • Knowledge of one or more relative community languages. 	<ul style="list-style-type: none"> • Application form • Letter of application • References • Interview

	<ul style="list-style-type: none"> • Knowledge of, and ability, to teach across the primary age range. Specifically working with those children working significantly below their age related expectations. • Knowledge of a cutting edge range of teaching methods to inspire primary age pupils (particularly those with SEND). • A thorough understanding of the National Curriculum, including RE, and its assessment procedures. • Acute awareness of needs of young children and how they learn best. • Specialist command of at least one subject area across the curriculum. 	<ul style="list-style-type: none"> • Specialist knowledge with regards to two curriculum areas. 	
<p>PRACTICAL/INTELLECTUAL SKILLS</p>	<ul style="list-style-type: none"> • An excellent and innovative classroom practitioner. • Ability to analyse data, to evaluate the performance of pupil groups, pupil progress and plan an appropriate course of action for whole school improvement. • Lead and manage a school team/s to achieve agreed goals. • Be an effective team player that works collaboratively and effectively with others. • Communicate effectively to a wide range of different audiences. • Support, motivate and inspire both colleagues and pupils by leading through example. • Contribute effectively to the work of the Head teacher, Inclusion Team and Leadership Team. • Ability to prioritise key issues and complete tasks to timescales. 	<ul style="list-style-type: none"> • Evidence of interest in the development of life-long learning. • Support the review of whole school systems to ensure the robust evaluation of school performance and actions to secure improvements. • To support the development and delivery of effective and inspirational professional development for staff (including mentoring and coaching of staff as and when is appropriate). 	<ul style="list-style-type: none"> • Application form • Letter of application • References • Interview

	<ul style="list-style-type: none"> Deal successfully with situations that may include tackling difficult situations and conflict resolution. 		
DISPOSITIONS AND ATTITUDES	<ul style="list-style-type: none"> Commitment to raising standards for all pupils. Energy and enthusiasm to reach creative solutions to problems. A positive approach to personal and school development. Able to take initiative. Ability to inspire confidence and motivate all stakeholders. Good sense of humour. Commitment to CPD. Commitment to a policy of equal opportunities. 		<ul style="list-style-type: none"> Application form Letter of application References Interview
PERSONAL CIRCUMSTANCES	<ul style="list-style-type: none"> No contrary indicators in personal or criminal record to indicate unsuitable for the post applied for. 		<ul style="list-style-type: none"> Application form Letter of application References Interview
PHYSICAL	<ul style="list-style-type: none"> Good health enabling appropriate attendance. Ability to withstand reasonable amounts of pressure. 		<ul style="list-style-type: none"> Application form Letter of application References Interview