



### Person Specification: SEN Teacher

|                                    | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Desirable                                                                                                                                                                                                                                                                                   |
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| <b>Qualifications</b>              | Qualified Teacher status having followed an approved course.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Evidence of continuous INSET and commitment to further professional development                                                                                                                                                                                                             |
| <b>Experience</b>                  | <p>As a minimum, teachers will have two different Key Stage school placements and perhaps other experience through PGCE, B Ed, GTTP or another approved pathway</p> <p>Experience working with children with SEN</p>                                                                                                                                                                                                                                                                                                                                                                                  | <p>In addition, the applicant might have experience of:</p> <p>Teaching across the whole Primary age range;</p> <p>Working in partnership with parents;</p> <p>Experience using the TEACCH approach, PECs and AAC, including Makaton.</p>                                                   |
| <b>Knowledge and understanding</b> | <p>The applicant should have knowledge and understanding of:</p> <p>The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies).</p> <p>The monitoring, assessment, recording and reporting of pupils' progress.</p> <p>The statutory requirements of legislation concerning Equal Opportunities, Health &amp; Safety, SEN and Child Protection.</p> <p>The positive links necessary within the school and across the Academy Trust with all its stakeholders.</p> <p>Effective teaching and learning styles.</p> | <p>In addition, the applicant might also have knowledge and understanding of:</p> <p>The preparation and administration of statutory National Curriculum tests.</p> <p>The links between schools, especially partner schools within a federation, Multi-Academy Trust or Cluster or LA.</p> |

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| <b>Skills</b>                   | <p>The applicant will be able to:</p> <p>promote the school's and Academy Trust's aims positively, and use effective strategies to monitor motivation and morale.</p> <p>Develop good personal relationships within a team.</p> <p>Establish and develop close relationships with all staff, parents, governors and the community.</p> <p>Communicate effectively (both orally and in writing) to a variety of audiences.</p> <p>Create a purposeful, secure but challenging and effective learning environment in each class they teach.</p> | <p>The applicant might also be prepared to work across the whole primary age range and across the Trust.</p> <p>Co-ordinate and contribute to extra-curricular activities.</p> |
| <b>Personal characteristics</b> | <p>Approachable</p> <p>Committed</p> <p>Empathetic</p> <p>Enthusiastic</p> <p>Organised</p> <p>Patient</p> <p>Resourceful</p> <p>Flexible</p> <p>Aspirational</p>                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                |