

Person Specification: AP Lead/SEMH Teacher		
	Essential A = application I = interview	Desirable A = application I = interview
Leadership	<ul style="list-style-type: none"> → Experience teaching within the mainstream sector (A, I) → Ability to motivate learners (I) → Ability to use hard and soft data effectively to identify issues and demonstrate impact (A, I) → Ability to work under pressure, see things through to completion (I) → Ability to communicate with students, parents and carers about student progress and build positive relationships (I, A) 	<ul style="list-style-type: none"> → Experience teaching at secondary or middle school level (A) → Experience in alternative settings (eg PRU, ARP) (A) → Evidence of multi-agency work and collaboration (A) or wider experience eg exam marking
Teaching & Learning	<ul style="list-style-type: none"> → Excellent classroom practitioner (I) → Understanding of high quality teaching and learning (A, I) → Up to date awareness of evidence-based best practice and trends in teaching pedagogy; ability to lead on research informed practice (A, I) 	<ul style="list-style-type: none"> → Experience of CPD delivery (A, I) → Instructional coaching experience (A, I)
Skills and knowledge	<ul style="list-style-type: none"> → Relevant and recent SEMH based training (eg Thrive or PACE) (A,I) → Effective communication and interpersonal skills; ability to engage a wide variety of audiences and build effective working relationships (I) → The ability to be self-reflective (A, I) → Ability to use ICT effectively (A, I) → Ability to adapt teaching methods and materials to meet the diverse needs of students with SEMH difficulties including personalised → Experience of working with students who have complex learning needs and ability to meet the criteria outlined in a student's EHCP → Comprehensive understanding of social, emotional and mental health issues students may face including anxiety, depression and trauma. 	<ul style="list-style-type: none"> → The ability to advocate for the needs of students with SEMH difficulties within and beyond the school community, including the ability to access appropriate resources and support services (A,I) → Training in crisis intervention/de-escalation techniques to respond effectively to acute emotional and/or behavioural outbursts (such as MAPA or Positive Handling) (A) → Ability to write and adapt support plans with reference to the the four areas of need outlined by the SEND Code of Practice (A, I)
Personal	<ul style="list-style-type: none"> → Integrity, tact, discretion, warmth and a belief 	<ul style="list-style-type: none"> → Experience of working collaboratively

qualities	<p>in service to others (I)</p> <ul style="list-style-type: none"> → Not motivated by ego, status or title (I) → Decisive, determined and self-confident without being arrogant (I) → Commitment to comprehensive and inclusive education (A, I) → Positive, enthusiastic and optimistic (I) → A sense of humour; resilience (I) → A team player (I) → Ability to work under pressure and prioritise effectively whilst still maintaining an appropriate work/life balance; prioritising health and wellbeing in order to lead well (I) → Commitment to maintaining confidentiality at all times (I) → Commitment to the safeguarding, equality and welfare of all students (I) → The ability to be resilient and patient in order to work with students who exhibit challenging behaviours and have complex needs 	<p>with other professionals, such as counsellors, psychologists and support staff in order to provide holistic support for the student (A, I)</p>
Qualifications and general experience	<ul style="list-style-type: none"> → UK Qualified Teacher Status (A) → Good honours degree (A) → A relevant postgraduate qualification (A) → Evidence of and a commitment to substantial and sustained professional development (A) → Knowledge and understanding of a wide range of strategies and initiatives to raise standards and achievement, at all key stages (A, I) → Enhanced DBS check clearance → Right to work in the UK 	<ul style="list-style-type: none"> → Teaching experience in more than one school (A)