



DEDWORTH MIDDLE SCHOOL

Person Specification

Position:	SEN Specialist Teacher
Date:	September 2022

Qualifications	Essential	Desirable
Qualified Teacher Status	✓	
Qualification to the equivalent of degree level in specialist subject or a related subject	✓	
Specialist SEN qualification		✓
Experience	Essential	Desirable
A good classroom practitioner with evidence of setting appropriate expectations to advance learning and to engage and motivate students.	✓	
Ability to use appropriately a range of differentiated teaching and learning strategies for whole classes, individuals and groups which stimulate, challenge, engage and motivate students.	✓	
Ability to set clear and appropriate targets, feedback to students and make use of assessment information to promote each student's attainment and progress, and to plan future lessons.	✓	
Experience of curriculum development.	✓	
Skills and Abilities	Essential	Desirable
Determination to encourage the highest quality of learning experience for all students.	✓	
High levels of self-reflection, motivation to improve own practice and a solution focussed, positive approach to operational challenges.	✓	
Demonstrable evidence of participating in continuous professional development and applying this within the specialist area/s of work.	✓	
Strong interpersonal and communication skills to build and maintain effective working relationships with a wide range of professionals and an ability to resolve conflict.	✓	
Ability to contribute an enthusiastic and clear vision for collaborative working in multi-disciplinary teams.	✓	
Ability to model high professional standards in all aspects of work.	✓	
Confidence and competence in the use of ICT.	✓	
Knowledge	Essential	Desirable
Specialist knowledge of the impact of specific SEND on access to the curriculum in mainstream settings and schools.	✓	
Demonstrable evidence of continuing to develop skills and knowledge and current educational research and literature linked to a specialist area.	✓	
Knowledge of how to give positive and targeted support to students with special educational needs	✓	
Specialist knowledge of the impact of specific SEND on access to the curriculum in mainstream settings and schools.	✓	
Behaviours	Essential	Desirable
Act as a good role model in terms of professional appearance, conduct,	✓	

punctuality and attendance.		
Flexibility with the ability to remain calm under pressure.	✓	
Reflective practitioner	✓	
Enthusiasm, personal dynamism and stamina	✓	
Support the aims and ethos of the Dedworth campus as defined in the staff handbooks.	✓	
Commitment to equal opportunities	✓	
Ability to empathise with young people and be firm, fair and consistent when dealing with them.	✓	
Ability to establish good and productive working relationships and work well in a team.	✓	
Ability to communicate effectively to staff, students and parents, both verbally and in writing	✓	