



## Person Specification: RESOURCE BASE AND COMPLEX NEEDS PROVISION LEAD

Criteria	Qualities	Essential/Desirable
<b>Qualifications, training and experience</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Degree (minimum 2:2)</li> <li>• Higher degree and/or professional qualification/s</li> <li>• Successful primary teaching experience</li> <li>• Successful experience of teaching pupils with ASC and complex needs across the primary age range</li> <li>• Evidence of ongoing personal professional development</li> <li>• Evidence of research-based learning in practice</li> </ul>	<p>All these qualities are essential apart from those highlighted, which are desirable</p>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of the National Curriculum</li> <li>• Knowledge of the SEND Code of Practice</li> <li>• Knowledge of effective teaching and learning strategies including planning, assessing, monitoring and evaluation to ensure pupils make progress that is at least good from their starting points</li> <li>• Knowledge of inclusive practice and proven ability in using it</li> <li>• Knowledge and understanding of PECS and TEACHH</li> <li>• Astute understanding of how children learn</li> <li>• Ability to adapt teaching to meet pupils' needs</li> <li>• Ability to build effective working relationships with pupils based upon mutual respect and trust</li> <li>• Knowledge of guidance and requirements around safeguarding children</li> <li>• Knowledge of effective behaviour management strategies and proven experience of their success</li> <li>• Excellent ICT skills, particularly using ICT to support learning</li> <li>• Understanding of the role and responsibilities of a curriculum / subject leader</li> <li>• Up-to-date knowledge of current teaching and wider curriculum developments</li> <li>• Proven ability to lead teams</li> <li>• Proven ability to communicate effectively orally and in writing when working with children, and when communicating with parents, other staff and governors where appropriate</li> </ul>	
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• Ability to reflect upon skills, knowledge and practice to develop them</li> <li>• Ability to inspire confidence and trust in others</li> <li>• Ability to influence others' practice positively</li> <li>• Ability to work effectively as a member of a team Interest in research-based learning and development</li> <li>• Ability to work under pressure, prioritise effectively and meet deadlines consistently</li> <li>• A commitment to securing the best possible outcomes for all pupils and promoting the ethos and values of the school to all stakeholders</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to safeguarding and equality</li> <li>• Pro-active, enthusiastic, resilient and positive with an open-mind to change</li> </ul>	