

Complex Needs Resource Base Teacher and Subject Leader Person Specification

Criteria	Essential	Desirable
Professional Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status • Experience of further professional development which should include curriculum development • A valid DBS check • Relevant training in the area of SEND 	<ul style="list-style-type: none"> • Commitment to furthering your own professional development
Teaching Experience	<ul style="list-style-type: none"> • Recent and successful experience in primary teaching • Excellent classroom practitioner with high expectations and excellent subject knowledge • Experience as a Subject Leader • Effective behaviour management Thorough understanding of the National Curriculum and age related expectations. • Able to plan and teach a wide spread of ability Values parental involvement/communicate well with parents • Provides a well organised and stimulating learning environment • Has high expectations • An understanding of the Code of Practice for SEN and experience with working with children and young people with SEND. • Willingness to lead staff INSET • A willingness to reflect and improve own practice. 	<ul style="list-style-type: none"> • Experience of leading and coordinating a subject • EYFS and/or KS1 teaching experience • Evidence of recent INSET relating to subject leadership • Experience of working with children with more complex SEND, including developing and reviewing IEPs (or equivalent) and MSPs and sharing this information with parents and carers • Understanding of EHCPs and wider EHCP related processes • An understanding of how analysis of data can be used to raise standards • Experience of a Specialist provision
Skills and abilities	<ul style="list-style-type: none"> • Effective organisation skills Ability to motivate others • A good communicator at all levels • Be creative, flexible, adaptable and highly motivated • Excellent interpersonal skills • Ability to generate and formulate ideas and strategies for improvement. • Sense of humour! 	<ul style="list-style-type: none"> • Confident and experienced at leading staff INSET

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Knowledge	<ul style="list-style-type: none"> • Knowledge of the curriculum and adaptations for individual learners • Ability to use data to improve outcomes 	
Additional qualities	<ul style="list-style-type: none"> • High level of commitment and enthusiasm with a willingness to become fully involved in the life of the school Sense of humour! • Good attendance record • Self-motivated and imaginative • Genuine love of children and desire to achieve the very best for each individual and their individual needs • Supportive of our strong inclusive ethos alongside a strong personal belief in inclusion 	<ul style="list-style-type: none"> • Excellent skills in time management and achieving a work/life balance