



# GOSDEN HOUSE SCHOOL

## PERSON SPECIFICATION SEN Teacher

Requirements	Essential	Desirable
<b>EDUCATION AND EXPERIENCE</b>	<ul style="list-style-type: none"><li>• Qualified Teacher Status, (QTS or QTLS).</li><li>• Evidence of emotional intelligence required to set an example to others, and to lead a classroom learning team and to work within a staff team.</li><li>• Respect for the views of parents and a commitment to the importance of the involvement of parents in the learning process.</li><li>• Experience in any capacity, in working/ being involved with children with moderate and complex learning difficulties.</li></ul>	<ul style="list-style-type: none"><li>• Specific SEN qualification</li><li>• Knowledge of the SEN Code of Practice</li><li>• Skilled in supporting children with communication difficulties</li><li>• 1 year or recent experience of outstanding teaching desirable, preferably across the Secondary phase and in at least one special school.</li></ul>

Requirements	Essential	Desirable
<b>SKILLS, KNOWLEDGE &amp; ABILITIES</b>	<ul style="list-style-type: none"> <li>• An understanding of the different ways in which children learn and the appropriateness of a variety of teaching styles to meet the individual learning needs of each child.</li> <li>• Evidence of the ability to organise the curriculum appropriately for a class of pupils of mixed abilities, aptitudes and educational needs through differentiated planning, preparation, monitoring and assessment.</li> <li>• A thorough knowledge of the requirements of the National Curriculum and learning strategies for children of all abilities and in all subjects.</li> <li>• Evidence of good organisational skills to create and maintain a stimulating and attractive learning environment.</li> <li>• Evidence of the ability to define effective measures for assessing progress, and to keep these measures under systematic review.</li> <li>• Evidence of knowledge and understanding of effective record keeping, and its use to promote the educational and personal development of all children within the school.</li> <li>• Evidence of the ability to maintain effective classroom discipline in a positive manner and to promote well-ordered and self-disciplined behaviour throughout the school.</li> <li>• Evidence of good interpersonal skills and the ability to work as a member of a team, and to develop and maintain good relations with external professionals as required.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of pastoral approaches when working with vulnerable young people.</li> <li>• Knowledge of how to modify the National Curriculum.</li> <li>• Management and leadership skills in managing class teams.</li> </ul>

<b>Skills, Knowledge and Abilities (continued)</b>	<ul style="list-style-type: none"> <li>• Evidence of the ability to communicate clearly both orally and in writing with pupils, parents and colleagues.</li> <li>• An understanding of the responsibility of the class teacher with regard to the health and safety of pupils in their care, including safeguarding procedures.</li> <li>• Evidence of a commitment to an equal opportunities policy both in service delivery and employment, and an understanding of its effective operation within a school. An ability to ensure that each child's identity is respected, maintained and enhanced, and that stereotypes are challenged in a sensitive way.</li> <li>• An excellent classroom practitioner.</li> <li>• Effective IT skills.</li> </ul>	
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Requirement	Essential	Desirable
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>• An enjoyment of teaching</li> <li>• Excellent interpersonal and communication skills.</li> <li>• Highly motivated, flexible and resilient.</li> <li>• Ability to time manage and meet deadlines.</li> <li>• Ability to build positive relationships with pupils, parents, governors and multi-agency teams.</li> <li>• Ability to support colleagues.</li> <li>• Willingness to attend to &amp; help with pupils' personal and pastoral care.</li> <li>• Knowledge of best practice and procedures with regard to safeguarding and promoting the welfare of our students.</li> <li>• Ability to problem solve.</li> <li>• Committed to promoting equality and advocating for all pupils.</li> </ul>	

**SAFEGUARDING STATEMENT: Gosden House School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The appointment will be subject to satisfactory references and an enhanced disclosure through the Disclosure and Barring Service (DBS).**