**PERSON SPECIFICATION**

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|  | **Essential** | **Desirable** |
| **Experience** | * Proven track record of working with and caring for pupils with SEND.
* Proven track record of good / outstanding classroom practice
* Experience in teaching current curriculum specifications
* Proven track record of results
* Experience of leading/managing a team or school project
* Experience in leading whole school change
 | * Line management of other staff
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| **Education and training** | * Qualified teacher status
* Graduate: Good Honours Degree
* Record of continuing professional development
* Ability to teach at KS3 and KS4
 | * Further

qualifications e.g. NPQs * Microsoft Educator qualifications
* National SENCO qualification
* First Aid Training
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| **Knowledge**  | * Demonstrate a sound knowledge of the SEND Code of Practice and its application
* Good understanding of the principles behind school improvement, including school improvement planning, monitoring and reviewing progress
* Knowledge and understanding of current GCSE specification, National Curriculum and current initiatives
* Knows how to use data for target setting and improving performance
* Understanding of key student groups including SEN and Disadvantaged and the barriers that these students face to learning
* Good knowledge of pedagogy, how students learn and teaching and learning styles
* Knowledge of effective assessment strategies
* Sound understanding of OFSTED framework
* Able to plan clearly and systematically in order to build on current and previous attainment of students
 | * Involvement in whole school initiative(s)

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| **Skills/Aptitude** | * Demonstrate an ability to work with pupils and their families in a sensitive and positive way
* Good classroom practitioner using effective behaviour management and a range of learning strategies, including evidence of behaviour management techniques for groups and individuals with SEND
* Excellent relationships with students, parents and colleagues
* Able to make consistent judgements based on careful analysis of SEND data
* Ability to inspire and motivate both staff and students
* Ability to work effectively under pressure and meet tight deadlines
* Creativity, energy and enthusiasm
* Excellent records of punctuality, attendance and health
* Adherence to professional code of conduct and dress
* Willingness to research, draw upon and implement good practice from elsewhere
* Flexibility and adaptability to change
* Communicate in both written and verbal form effectively
* Present clearly a wide range of specialized information to both educationalists and non-educationalists

  | * Demonstrate a sound understanding of SEND funding on offer
* Support EAL students
* Able to offer contributions to whole school/extra-curricular activities
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| **Committed to:** | * Students continuing to study beyond Key Stage 4
* Raising the aspirations of all students.
* Notion of continuous improvement in all aspects of school life
* Inclusion and a positive “can do” approach to learning
* Supporting other staff in terms of expectations and behaviour management
* Vision and personal drive for the future of Inclusion
* High level of student achievement/ progress in own teaching
* Promoting high quality care of children
* Dedicated to their own personal development
* Being professionally assertive and clear thinking

  | * Flexible working practices/willingness to go that “extra mile”
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| **Teaching and learning** | * Excellent classroom teacher with embedded IT skills
* Knowledge and experience of using wide variety of teaching and learning strategies across different Key Stages
* Able to assess pupil performance and set targets for future attainment
* Design, produce and share high quality learning schemes and resources
* Have an exciting vision for the relevant faculty which can be shared and constantly enhanced
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| **Personal attributes** | * Excellent attendance and punctuality record
* Always meets deadlines
* Manage daily responsibilities and priorities
* Able to work on own initiative as well as part of a team
* “Professional” role model
* High personal standards
* A commitment to equal opportunities and empowering other.
* Make informed decisions on a daily basis
* Innovative and able to stimulate initiative in others
* Recognition of the importance of personal commitment to the Trust’s ethos, aims and whole community.
 | * Ambitious
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