

The Willows Primary School - Person Specification: SEND Support Teacher



	Essential	Desirable
Qualifications	Qualified Teacher status	Evidence of commitment to further professional development
Experience	Experience of teaching across the primary age range	Experience of teaching in the EYFS Successful experience working in a specialist setting (SSU or special school).
Knowledge and understanding	<p>The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies);</p> <p>Statutory National Curriculum requirements at KS1 & 2</p> <p>Sound knowledge of the SEN code of practice.</p> <p>The monitoring, assessment, recording and reporting of pupils' progress;</p> <p>The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEND and Safeguarding children</p> <p>The positive links necessary within school and with all its stakeholders;</p> <p>Effective teaching and learning styles.</p> <p>How to create an exceptional Learning Environment</p> <p>Integrating modern technologies into teaching</p>	<p>The preparation and administration of statutory National Curriculum assessment requirements.</p> <p>Curriculum requirements and assessment in the EYFS</p> <p>Training in SALT, PECs, Makaton, autism, ADHD, sensory processing, emotional literacy e.g. zones of regulation.</p>
Skills	<p>Promote the school's aims positively, and use effective strategies to monitor motivation and morale;</p> <p>Develop good personal relationships within a team;</p> <p>Establish and develop close relationships with parents, governors and the community;</p> <p>Communicate effectively (both orally and in writing) to a variety of audiences;</p> <p>Create a happy, challenging and effective learning environment.</p>	<p>Ability to teach phonics.</p> <p>Ability to help children learn through play.</p> <p>Ability to personalise learning to meet children's individual needs.</p> <p>To be able to use a Total Communication approach.</p> <p>Ability to de-escalate challenging behaviour and support social emotional needs.</p>

Personal characteristics	Approachable Committed Enthusiastic Able to motivate self and others Calm under pressure Well Organised Resourceful Passionate Team player	
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Candidates should ensure that they address all of the above criteria in their application form, referring, where appropriate to actual experience. In addition the interview will explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children
- Ability to form and maintain appropriate relationships and personal boundaries with children
- Behaviour management strategies which respect children's needs

The Willows Primary School is an Orwell Multi Academy Trust Academy and we are committed to safeguarding and promoting the welfare of children. We expect all staff and volunteers to share this commitment and will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.

