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| **Person Specification – SEND Teacher at Botley School** |
| **Post Requirement** | **Essential** | **Desirable** | **How Identifiable** |
| Education and training | - Qualified Teacher Status- Commitment to continuing professional development | - Degree in relevant specialism- Evidence of a SEND specialist qualifications | - Application form/covering letter and interview  - Certificates |
| Experience | - Excellent classroom practitioner - Experience of teaching in KS1 or KS2 - Experience of planning for pupils with SEND needs and EHCPs- Experience of tracking, monitoring and acting on the evaluation of pupil progress SEND pupils- Experience of successful, close work with colleagues | - Experience in several year groups over the primary range - Able to offer leadership in one or more subject areas (please state)- Experience of working in a specialist school setting | - Application form/covering letter and interview- References |
| Teaching and learning | - An inspiring practitioner with high expectations of behaviour and achievement- Deep understanding of how children learn and barriers for SEND pupils-Excellent subject knowledge within the primary curriculum - Understanding of the engagement model for pupils working outside the curriculum | - Personal passion for delivering a bespoke inspirational curriculum for SEND pupils- Clear understanding of how specific disorders such as ASD can impact on learning and strategies to remove barriers to learning | - Application form/covering letter and interview (including some teaching as part of the interview) |
| Skills and attributes | - Works collaboratively- High quality, effective communication skills- A commitment to continuous improvement and impact- Highly organised with systems and structures that contribute to the effectiveness of the school- Able to prioritise, plan, organise and work effectively to deadlines - Able to be a positive role model for staff as well as pupils - Evidence of strong work ethic- Commitment to our ethos and values- Resilient and demonstrates an ability to work well under pressure- Reflective and learns from past experiences- Proficient use of IT- Energy and enthusiasm- Flexible, approachable and caring | - An analytical thinker and confident using and presenting data- Experience in working with parents and families- Willingness to share special talents/skills with the school- Potential and interest to develop leadership skills | - Application form/covering letter and interview |