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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 |