

Ridgeway Primary Academy
SEND Teacher
PERSON SPECIFICATION

Area	E = Essential Criteria D = Desirable Criteria		Stage Identified
	Criteria	Attribute	
Qualifications & Education	E	Recognised Teaching qualification	A/C
	E	Qualified to degree level	A/C
	E	Evidence of commitment to continuous professional development	A/C
Experience & Knowledge	E	Teaching experience in a Primary School environment	A/I/R
	E	Experience of working with children with additional needs.	A/I/R
	D	Experience of working with a range of external partners	A/I/R
	D	Knowledge of SEND Code of Practice and other national and local frameworks.	A/I/R
	E	Knowledge and understanding of the EHCP process and the evidence needed	A/I/R
	D	Knowledge and experience of managing complex behaviour.	A/I/R
	E	Evidence of good teaching	A/I/R
	E	Ability to demonstrate an understanding of effective planning, teaching and assessment to facilitate the best possible progress for children	A/I/R
	E	Ability to demonstrate high standards of classroom practice including behaviour for learning	A/I/R
	D	Knowledge of teaching phonics	A/I/R
	E	Knowledge of pupil's educational development	A/I/R
	E	Knowledge of curriculum and assessment, including subjects and cross curricular aspects in EYFS, KS1 and KS2	A/I/R

	E	Effective teaching and learning strategies	A/I/R
	E	Knowledge of effective school improvement strategies	A/I/R
	E	Up to date knowledge of local and national policies, priorities and statutory frameworks relating to education	A/I/R
	E	Understand the role of an Academy Trust and the local community	A/I/R
Skills	E	High order communication and interpersonal skills	A/I/R
	E	Ability to motivate and enthuse others	A/I/R
	E	Excellent organisational skills	A/I/R
	E	To work to high professional standards, demonstrating professional conduct and practice	A/I/R
	E	The ability to work flexibly to meet the children's individual needs.	A/I/R
Personal Attributes	E	A commitment to demand and achieve ambitious standards for pupils through setting challenging goals and targets	A/I/R
	E	A commitment to the safeguarding of all students and promoting the welfare of children and young people	A/I/R

Other Requirements

Application forms should be clear and concise, should be complete in full and should include a personal statement of no more than 2 sides of A4 to address the criteria as identified in the personal specification. Any covering letters should be no more than one side of A4.