

Specialist SEN provision Lead PERSON SPECIFICATION

A. TRAINING, QUALIFICATIONS AND EXPERIENCE			
	<i>Essential</i>	<i>Desirable</i>	<i>How Assessed</i>
• Qualified Teacher Status	√		Application Form Interview References
• Recent participation in a range of relevant in-service training and professional development	√		
• Has the National Qualification for Special Educational Needs Co-ordination or is prepared to undertake training		√	
• Other training or qualification relevant to the post	√		
• Evidence of recent successful teaching experience in a primary school or specialist setting	√		
• Evidence of being a middle leader e.g. Subject Leadership and management	√		
• Experience of monitoring and evaluating curriculum delivery and teaching and learning	√		
• A proven success in a leadership/management role, including the ability to lead, motivate and support a staff team		√	
• Evidence of a sound knowledge of effective teaching and learning strategies	√		
• Experience of liaising with outside agencies		√	
• Has led staff training		√	
• Has experience of leading annual reviews		√	
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B. PROFESSIONAL KNOWLEDGE AND UNDERSTANDING			
• Knowledge of the Primary Curriculum	√		Application Form Interview
• An understanding of the importance of partnership with parents	√		
• Knowledge of relevant legislation – in particular equal opportunities and disability discrimination legislation and how they apply to pupils with statements, as well as those without		√	
• Knowledge of the range and type of interventions available	√		
• The effective management of inclusive provision for a range of pupils	√		

C. ABILITIES AND SKILLS			
• Ability to analyse assessment information to inform planning	√		
• Work with the Inclusion Lead to ensure the best possible provision to meet the needs of all our pupils	√		
• Able to use assessment data to report on pupil's performance to Leadership Team and Governors	√		
• Ability to communicate clearly to a range of stakeholders	√		
• Able to use IT to support both the curriculum and work organisation	√		
• Excellent time and management skills	√		
• Ability to form trusting and positive relationships with staff and pupils	√		
• Ability to adapt and be flexible in a range of situations to meet the needs of pupils	√		
D. PERSONAL QUALITIES			
• A commitment to inclusive education and willingness to respond to the needs of individual learners with sensitivity	√		Application Form Interview References
• A positive and resilient individual with drive, integrity and a calm and caring demeanour	√		
• Ambitious and diligent professional who can motivate and inspire others, including pupils, teachers, parents and governors	√		
• Approachable, able to listen and reflect on the needs of all stakeholders	√		
• Excellent inter-personal skills	√		
• Commitment to safeguarding and promoting the welfare of children	√		
• A commitment to own professional development and that of whole staff	√		