



# The Willows Primary School - Person Specification: SEU Lead Teacher

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher status</li> <li>• Degree or equivalent teaching qualification</li> <li>• Evidence of continuing professional development related to SEND, autism or communication and interaction needs</li> </ul>	<ul style="list-style-type: none"> <li>• SENDCo qualification</li> <li>• Additional specialist qualifications in SEND, autism, speech and language, sensory integration or related fields</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience teaching within EYFS and/or Key Stage 1</li> <li>• Experience working with children with Communication and Interaction needs, including autism</li> <li>• Experience of working collaboratively with families and external agencies</li> <li>• Experience of supporting inclusive practice within a mainstream setting</li> <li>• Experience of writing and reviewing EHCP targets and provision plans</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working within a specialist provision, resource base or SEND setting</li> <li>• Experience using SCERTS, Attention Autism, TEACCH or similar frameworks</li> <li>• Experience supporting pupils with sensory processing differences</li> </ul>
<b>Knowledge &amp; Understanding</b>	<ul style="list-style-type: none"> <li>• Knowledge of the SEND Code of Practice</li> <li>• Understanding of child development, communication development and neurodiversity</li> <li>• Understanding of autism-friendly approaches and strategies</li> <li>• Knowledge of strategies to support sensory regulation, emotional regulation and behaviour for learning</li> <li>• Understanding of alternative and augmentative communication approaches (AAC), visual supports and communication systems</li> <li>• Knowledge of safeguarding and child protection requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of trauma-informed and relational approaches</li> <li>• Familiarity with assessment approaches appropriate for pupils working below or outside age-related expectations.</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Ability to adapt teaching to meet a range of learning, communication and sensory needs</li> <li>• Ability to plan highly personalised learning opportunities</li> <li>• Ability to lead and manage support staff effectively</li> <li>• Ability to build positive relationships with pupils, families, colleagues and professionals</li> </ul>	

	<ul style="list-style-type: none"> <li>• Ability to create calm, predictable and supportive learning environments.</li> <li>• Monitor, assess and report on pupil progress accurately.</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Patience, empathy and emotional resilience.</li> <li>• A nurturing and child-centred approach.</li> <li>• Commitment to inclusive and relational practice.</li> <li>• Enthusiasm for working with children with SEND.</li> <li>• High levels of professionalism and integrity.</li> <li>• Reflective practice and willingness to learn.</li> <li>• Strong communication, teamwork and organisation skills.</li> <li>• Creativity, flexibility and initiative.</li> <li>• A positive and solution-focused attitude.</li> <li>• Commitment to safeguarding and promoting the welfare of children.</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of inclusive practice and how specialist provision can support successful integration into mainstream opportunities.</li> </ul>

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.*

