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| **Person Specification** | | |
| **POST** | **Specialist Teacher – Lead for the Hub Specialist Resource Provision (SRP)** | |
|  | **Essential** | **Desired** |
| Qualifications and Professional Development | * Recognition of Qualified Teacher Status * Relevant CCN qualification and or a commitment to undertake further qualifications when in role | * Evidence of CPD in mainstream education and inclusion * Additional qualifications in other aspects of SEN |
| Knowledge and Experience | * Proven teaching record * Up to date knowledge of relevant legislation and guidance in relation to working with, and the safeguarding of, vulnerable children and young people * Experience of teaching pupils with SEN including those with Complex Communication needs * Knowledge of commonly used resources/programmes to support pupils with Complex Communication needs * Knowledge of inclusive approaches for pupils with Complex Communication needs * Management/leadership experience | * Taught in a variety of schools * Experience of working with pupils with a broad range of SEN |
| Skills and Attributes | * Ability to embrace new working practices positively, adapting to changing circumstances and priorities * Ability to empathise and form positive relationships with pupils with Complex Communication needs and their families. * Ability to motivate and inspire others (children/young people, staff, families) * Ability to communicate complex ideas and concepts in a form appropriate to the context, gaining credibility and confidence of the range of service users * Ability to remain calm in challenging, unpredictable situations * Ability to be reflective and self-evaluative * Sensitive to the needs of staff and children and ability to provide support where necessary * Open minded and creative * Be an effective team member with a flexible attitude * Effective time management skills * Express yourself clearly both orally and in writing * Have a sense of humour * Excellent organisational skills * Self-motivated and uses initiative |  |
| Leadership and Management | * Effective communication skills both in writing and speech * Can motivate and encourage participation of staff members * Understanding of how to assess pupils’ communication/learning needs, identification of pupil targets and support strategies * Management of SEN/Inclusion within mainstream schools * Ability to reflect, analyse and think creatively and flexibly in problem solving, both personally and with other staff and parents * Experience of working with outside agencies and specialists | * Holding a position of responsibility in an educational setting * Experience of leading staff teams in training * Be adaptable and innovative * Ability to initiate change and implement new ideas |
| Relationships | * To have experience of commitment to home school links and the value of warm, welcoming ethos for children and adults alike * Actively encourage the involvement of parents * Ability to encourage effective links with other provisions and the LA |  |