

SPECIALIST TEACHER (SEND)

Person Specification

Criteria	Essential	Desirable	Evidence
Qualifications and experience	<ul style="list-style-type: none">• Degree (ideally in English)• QTS (ideally in English)• Strong understanding of the SEND code of practice• Experience of implementing and managing effective behaviour management strategies	<ul style="list-style-type: none">• Further professional qualification or significant professional development• Significant expertise or qualifications working in the field of Special Education Needs• Experience of working with a range of external agencies supporting SEND• Experience of conducting internal reviews, including learning walks• Evidence of delivering effective coaching/mentoring to staff• Record of effective line management of colleagues	<ul style="list-style-type: none">• C• C• AF
Teaching and Learning	<ul style="list-style-type: none">• Maintain the highest expectations of all students and all staff• Expert knowledge of effective behaviour management strategies	<ul style="list-style-type: none">• Strong knowledge and understanding of processes for students with special educational needs and disabilities• Expert knowledge of	<ul style="list-style-type: none">• AF• SP• R

	<ul style="list-style-type: none"> • Ability to teach with appropriate challenge for all students within our goal of being a +1 school for progress • Effective understanding and use of praise and rewards • Effective understanding and use of feedback and response • Effective use of assessment for learning to enhance progress and encourage students taking responsibility for their own learning • Commitment to continuous development and participation in professional development and practice. 	SEND intervention and communication strategies	
Personal Qualities	<ul style="list-style-type: none"> • Enthusiastic, perceptive and fair • Record of excellent practice • Ability to provide guidance, advice, instruction and support and challenge for students and for staff • A personal commitment to quality and excellence that will take the Academy forward • Unflappable • Good sense of humour • Ability to handle information securely and confidentially • An understanding of the needs and values of 	<ul style="list-style-type: none"> • Record of developing and maintaining good relationships with students and wider school community • Knowledge and expertise in how people learn • A clear vision on the position of student welfare and inclusion in the Academy over the next 5 years • Be able to communicate with care and respect to students, staff, parents and carers 	<ul style="list-style-type: none"> • AF • SP • R

	<ul style="list-style-type: none"> different communities, in particular the different cultures the Academy serves Genuine care for all students, especially the disadvantaged and vulnerable Belief in and commitment to the values and vision of Trinity and passion for contributing to realising our mission Excellent communication, organisational and ICT skills 	<ul style="list-style-type: none"> Experience of leading meetings 	
Safeguarding Children	<ul style="list-style-type: none"> Ability to ensure and deliver effective safeguarding Commitment to safeguarding and promoting the welfare of children and young people 	<ul style="list-style-type: none"> Expert knowledge of safeguarding policy and best practice 	<ul style="list-style-type: none"> AF SP R

Key to method of assessment: AF = Application Form SP = selection process C = Certificate R = References