

SEMH Teacher – Person Specification.

Criteria	Essential	Desirable	Method of assessment
Qualification	- Qualified Teacher status, including NQT. - Continual professional development relevant to the key stage	- Other higher professional qualification - NPQML / Leading from the Middle / or similar middle/senior leaders course	Certificates to be seen at interview
Experience	- To be a good or outstanding class teacher who can lead by example. - To have good curriculum knowledge across key stages KS1 – KS5 (relevant to specific specialism). - To have experience and success of teaching and supporting pupils with a variety of learning needs and tracking their progress through school-based assessment systems. - To have a good knowledge of current educational developments relevant to the key stage(s) and the curriculum - To have experience of training colleagues and evidence that this has led to improved practice	- To have experience of leading /developing the curriculum and managing pupil development across the curriculum. - To have experience of introducing new initiatives and/or of managing change - To have good curriculum knowledge across other key stage(s) as well as the one relevant to this role	Letter/References/ Interview
Job-related knowledge/ Skills & aptitudes	- Knowledge of data recording systems such as Behaviour Watch or SIMS - Understanding of OFSTED - To have an effective leadership and management style that encourages participation, innovation and develops colleagues' confidence. - To have strong organisational and time-management skills and the ability to delegate appropriately. - To have a commitment to the safeguarding and welfare of all pupils. - To have a good knowledge of how to incorporate ICT into teaching and learning programmes and be competent in using a range of ICT programmes - Be a positive and supportive role model and team player - Ability to empathise and cope with demands of challenging pupils - To be able to think creatively and imaginatively to anticipate and solve problems and identify opportunities. - To be able to work professionally and sensitively with parents/carers and other agencies - To be able to embrace change and think flexibly in response to changing legislation	- Experience of managing a budget. - Evidence of continuous professional development.	Letter/References/ Interview
		- Experience of leading a team and monitoring the quality of provision within that team. - Able to demonstrate capacity for additional responsibility and decision making - Ability to analyse data to a higher level	Letter/ References/ Interview

Other requirements	• Strict confidentiality of information • Commitment to personal professional development • Commitment to equality of opportunity • Punctual, dependable and trustworthy • Patient, courteous and positive. • Welcoming and cheerful • Good general health • High level of energy and stamina • Strict adherence to the security requirements re: Child Protection and Data protection Regulations		Letter / References/ Interview
---------------------------	--	--	-----------------------------------