



Teacher Person Specification

Position: SEN Teacher

Knowledge	Essential	Desirable
Good understanding of Key Stage 1 and 2 curriculums	✓	
Knowledge of current issues facing SEND students and schools		✓
Good understanding of school improvement and Ofsted inspection programmes	✓	
Knowledge of student monitoring and tracking of outcomes and progress	✓	
Knowledge of Ofsted inspection framework and Evaluation Schedule		✓
Good understanding of new examination and testing guidance	✓	
Knowledge of SEND and students with individual learning needs	✓	
Qualification	Essential	Desirable
Honours degree	✓	
Qualified Teacher Status	✓	
Master's degree in relevant subject or Education / further study		✓
Recognised behaviour management qualification/course		✓
Qualified in delivering a phonic programme		✓
Evidence of involvement in relevant and continuing CPD	✓	
Experience	Essential	Desirable
Successful experience of teaching either Key Stage 1 or Keys Stage 2	✓	
Evidence of leading a phase or managing teaching staff		✓
Experience of working with SEND students	✓	
Applying innovative and creative teaching methodologies	✓	
Skills	Essential	Desirable
Be resilient to challenging behaviour and remain calm under pressure	✓	
Able to demonstrate consistent quality first teaching	✓	
Ability to create outstanding relationships with students and staff members	✓	
Able to analyse and review student data and provide feedback and high quality reports	✓	
Able to develop intervention strategies that bring about rapid improvement	✓	
Able to work flexibly and under pressure	✓	
To be able to communicate with colleagues, parents and students verbally and in writing	✓	
Develop and deliver clear examination and intervention work	✓	
Ability to offer advice on school-based assessments and on examination preparation for examinations	✓	
Able to assess school-based assessments accurately and identify strategies for improvement	✓	
Personal Attributes	Essential	Desirable
Excellent communication and interpersonal skills	✓	
Confident IT user		✓



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Ability to motivate students and set example of high personal standards	✓	
Ability to work sensitively with a variety of people	✓	
Ability to promote the positive image of the school	✓	
Be enthusiastic and have the energy for working in a SEMH school	✓	
Ability to use humour to deflect situations	✓	
Be kind to all	✓	
Be committed to equal opportunities	✓	
A range of interests outside education	✓	