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| **SEN Teacher PERSON SPECIFICATION (SEPT 2025)** |
| **QUALIFICATIONS** |
| * Degree or equivalent.
* Qualified Teacher status.
* A track record of outstanding teaching.
* Evidence of continuous professional development relevant to pupils with additional needs, in particular ASD.
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| **EXPERIENCE** |
| * Experience of teaching primary aged pupils with diverse needs.
* Experience of liaising with external professionals such as Speech and Language Therapists and Educational psychologists to ensure the best progress and outcomes for all pupils.
* Experience of identifying, providing, monitoring and evaluating teaching strategies for pupils with known barriers to learning.
* Experience in contributing to observations and evidence gathering for assessment.
* Strong knowledge and understanding of the Early Years Foundation Stage and the National Curriculum.
* Experience of setting targets and monitoring and evaluating and recording progress for all pupils.
* An understanding of EHCP requirements and the Annual Review process.
* Good understanding of the statutory requirements of the SEND Code of Practice.
* Confidence with data analysis to inform and review the deployment of resources.
* Highly successful experience of collaborative working and partnership liaison.
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| **KNOWLEDGE** |
| * Able to establish effective systems to identify and meet the needs of pupils.
* Ensure that all systems are coordinated, evaluated and regularly reviewed.
* Knowledge and understanding of data analysis and the ability to use data to set targets for improvement.
* Up to date knowledge and understanding of educational innovations and SEND legislation.
* Knowledge of current safeguarding and child protection procedures.
* Experience in timetabling and logistics management.
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| **SKILLS AND ABILITIES** |
| * A track record of outstanding teaching.
* A child-centred approach to meeting the needs of pupils with additional needs.
* An approachable and positive manner when communicating with families.
* The ability to inspire, challenge, motivate and empower colleagues in a shared vision.
* The drive to investigate, resolve problems and make decisions.
* Excellent communication skills to a wide range of different audiences in various formats (verbal, written, using ICT as appropriate).
* The ability to communicate in a timely and clear manner.
* Insistence on accessible, effective and inspirational learning/working environments.
* Firm yet nurturing approaches to managing pupil discipline.
* Highly effective administrative and organisational skills.
* Time- management skills and the ability to work under pressure.
* The ability to work with a range of professionals to ensure the best outcomes for pupils with additional needs.
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| **Personal Attributes** |
| * Commitment to developing SEND provision and meeting the needs of all pupils.
* Commitment to their own professional development.
* An energetic, knowledgeable and positive presence.
* Excellent communication skills.
* Trustworthiness and commitment to the school’s vision and success.
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