

## PERSON SPECIFICATION

**Post Title:** SEN Teacher

**Salary Scale:** Teachers' Main pay scale + SEN allowance

**Evidence Codes:**

**AF** – Application Form

**M** - Medical

**JRT** – Job Related Task

**I** - Interview

**D** - Documentation

Job Criteria				
	Essential	Source of Evidence	Desirable	Source of Evidence
<b>Experience</b>	<b>Be able to demonstrate experience in the following:</b>			
	Previous experience working in a school	AF	Previous experience working in partnership with parents	AF
	Previous experience teaching children with special educational needs	AF		
<b>Qualifications</b>	Qualified teacher status	D	Relevant postgraduate professional qualification	D
	Degree level qualification	D		



"Arboretum is a good school"  
OFSTED December 2017



<b>Knowledge and skills</b>	<b>Be able to demonstrate skills and knowledge in the following:</b>			
	Sound understanding of the primary curriculum	JRT / I	An understanding of the importance of parental involvement	I
	Awareness of the needs of children with SEN	AF / JRT / I		
	Excellent behaviour management skills	JRT		
	Ability to work as part of a team	AF / I		
	Excellent planning and organisational skills	JRT		
	Effective oral and written communication skills	AF/ JRT / I		
	Knowledge of key performance indicators and the ability to use them to monitor progress	I	Knowledge and experience of monitoring progress of children with SEN	I
	Awareness of the needs of children who speak English as an additional language	I		
	An understanding of how a pupil's learning is affected by their intellectual, emotional and social development, and the stages of child development	JRT / I		
<b>Personal qualities</b>	Committed to teaching, and a passion for working with SEN children	AF / I		
	Supportive of colleagues	I		
	Good attendance and punctuality	I		
	Good sense of humour	JRT / I		
	Pro-active in the working environment	AF / I		
	Enthusiastic and positive attitude	JRT / I		
	Ability to plan and organise own work, working under pressure to effectively meet deadlines	AF / I		
	Ability to develop effective relationships with parents	I		

	Physically and emotionally resilient with strategies and habits that sustain and develop this resilience	AF / I		
	A flexible approach	JRT / I		
	Ability to relate well to other professionals	I		
<b>Other Factors</b>	Willingness to undertake CPD	I		
<b>Job Circumstances</b>	Medical clearance subject to reasonable adjustments under the Equality Act 2010 (where appropriate)	M		
	Enhanced Criminal Records Bureau clearance	D		
	Demonstrable evidence of continuous professional development and competence	D		
<b>Equalities</b>	Understanding of and commitment to Inclusion and Equality in respect of pupils, governors, staff and the wider community.	I		