

**Person Specification  
Specialist SEN Class Teacher**

CATEGORY	CRITERIA	Essential	Desirable	MEASURED BY
<u>Qualifications</u>	<ul style="list-style-type: none"> <li>PGCE or equivalent</li> <li>QTS / QTLS status</li> <li>Commitment to completing Bladon induction programme including specific Safeguarding and Child Protection modules</li> <li>Right to work in UK</li> <li>Additional specialist qualification in SEN</li> </ul>	X X X X	X	<ul style="list-style-type: none"> <li>Application</li> <li>Certificates</li> <li>Interview</li> </ul>
<u>Experience</u>	<ul style="list-style-type: none"> <li>Leading and managing adults in the classroom</li> <li>Teaching children and/or young people with SEN</li> <li>Previous role in SEN /LD setting</li> <li>Supporting or willing to support young people with challenging behaviour</li> <li>Specific experience with either MLD or SLD pupils</li> </ul>	X X X X	X	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> </ul>
<u>Knowledge</u>	<ul style="list-style-type: none"> <li>Up to date knowledge and understanding of KCSIE</li> <li>Knowledge of the role and an understanding of its rewards and challenges</li> <li>Understanding of children with SEN (Autism and attachment)</li> <li>Strategies to support managing challenging behaviour</li> <li>Understanding of the EQUALS curriculum</li> <li>Up to date knowledge of Ofsted framework</li> <li>Practical understanding of the SEND Code of Practice including EHCP format and structure</li> </ul>	X X X X X X	X X	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>
<u>Skills</u>	<ul style="list-style-type: none"> <li>Good literacy and numeracy skills</li> <li>Positive and effective communication skills</li> <li>Ability to work as a team member</li> <li>Able to use own initiative</li> <li>Ability to plan and deliver learning programmes around specific needs of young people</li> <li>Use of data to inform planning</li> <li>Able to work in challenging circumstances</li> <li>Knowledge of augmentative communication and alternative communication tools</li> <li>Organising and planning off site and residential trips</li> <li>Attention to detail in report writing</li> <li>A commitment to protecting those in our care and keeping yourself and colleagues safe, therefore willing to wear PPE and take part in regular Coronavirus testing as instructed.</li> </ul>	X X X X X X X X X X	X X	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> <li>Interview tasks</li> </ul>
<u>Personal Qualities</u>	<ul style="list-style-type: none"> <li>Demonstrates a commitment to upholding British Values and promoting these in the workplace</li> <li>Tolerance, patience and resilience</li> <li>Resilient and able to work with challenging behaviours</li> <li>A natural respect of the individuality and dignity of vulnerable young people</li> <li>An ability to engage with and enthuse pupils</li> <li>Show commitment to equality of opportunity at all times and have due respect for the diverse make up of colleagues and pupils</li> <li>Willing to develop extra-curricular interests</li> <li>Confident and positive</li> </ul>	X X X X X X X	X	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> <li>Interview tasks</li> </ul>