

Person Specification
Specialist SEN Class Teacher

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