

## Person Specification

Job Title: **Specialist Provision Lead Teacher**  
 Grade / Salary: **MPS/UPS with TLR 1B**

It is recognised that candidates may not meet all of the Essential criteria but we are looking for the best fit for our students and school.

### EDUCATION

		Evident in Application	Evident at Interview
<i>Essential</i>			
1.	Qualified Teacher Status (QTS) and PGCE (or equivalent)	✓	
2.	A degree in relevant field	✓	
3.	Evidence of ongoing professional development relevant to SEN, alternative provision, or leadership	✓	

### SKILLS, KNOWLEDGE AND EXPERIENCE

<i>Essential</i>			
4.	Successful teaching experience within specialist or alternative provision settings	✓	
5.	In-depth knowledge of SEN legislation, statutory processes, and inclusive practice	✓	✓
6.	Excellent understanding of the mainstream secondary curriculum, with strong subject knowledge in English, Maths, or Science	✓	✓
7.	Strong understanding of safeguarding, behaviour management, and assessment for pupils with additional needs	✓	✓
8.	Ability to evaluate teaching and learning, using data, assessment, and analysis to track progress and drive improvement	✓	
9.	Excellent written and verbal communication skills, including multi-agency collaboration, reporting, and engaging pupils, staff, and parents	✓	
10.	Experience of contributing to whole-school improvement priorities	✓	
11.	Ability to plan, differentiate, and assess learning for students with ASD and SEMH, including creating, delivering, and monitoring bespoke learning plans and alternative pathway	✓	✓
12.	Experience leading SEND provision, curriculum development, and mentoring staff to enhance teaching and learning	✓	
13.	Proven ability to raise achievement by implementing effective strategies and promoting staff professional development.		✓
14.	A familiarity with Information Technology and with its educational uses as well as an ability to use IT effectively to fulfil administrative requirements	✓	
15.	Ability to be assertive		✓

16.	Willingness to work with the Headteacher in implementing school vision		✓
17.	Ability to manage educational and physical resources		✓
18.	Ability to liaise with Inspectors and outside agencies		✓
19.	Ability to interpret DFE regulations and to develop appropriate policies	✓	✓
20.	Good administration and organisation skills		✓
21.	Ability to work collaboratively		✓
<i>Desirable</i>			
22.	An understanding of target setting and action planning.	✓	✓
23.	An understanding and appreciation of the value of interesting and stimulating display and other motivational materials.		✓
24.	Innovative and creative approach		✓
25.	Ability to evaluate the use and performance of existing materials and equipment and to purchase new equipment and learning materials.		✓
26.	Experience of working sensitively with the parent community		✓

## PERSONAL

<i>Essential</i>			
27.	Demonstrates energy, enthusiasm and resilience, maintaining professional integrity and a solution-focused approach under pressure.		✓
28.	High expectations and belief in the potential of every learner and high expectations for all pupils and staff	✓	✓
29.	Passionate about inclusion and making a difference for vulnerable learners	✓	✓
30.	Demonstrates loyalty, effective teamwork, and commitment to upholding the ethos and values of Fortismere School	✓	✓
<i>Desirable</i>			
31.	Good sense of humour and perspective		✓
32.	An interest in developing professionally	✓	✓

## Safeguarding Statement

Fortismere School (London, N10) is committed to safeguarding and promoting the welfare of children. All appointments will be subject to satisfactory completion of safeguarding checks.

(March 2026)

Signed:.....

Dated:.....