

## Person specification: SEN Specialist Teacher

<b>Qualifications and training</b> <i>Evidenced through: Application</i>	<b>Essential</b>	<b>Desirable</b>
A good degree	✓	
Qualified teacher status, with subject specialism(s) related to the area of responsibility	✓	
Ability to teach across the full 11-18 age range	✓	
Further professional qualifications related to design & technology		✓
Appropriate in-service training/CPD		✓

<b>Experience/employment record</b> <i>Evidenced through: Application/Interview/References</i>	<b>Essential</b>	<b>Desirable</b>
A track record of success in learning and teaching from KS3-KS5		✓
A knowledge of the curriculum developments and opportunities, and the development and production of SOW	✓	
Experience of teaching and raising standards and student outcomes	✓	
Experience of the use of ICT and new technologies within lessons to enhance the experience of learners	✓	
Involvement in curriculum initiatives and extra-curricular developments		✓

<b>Personal qualities</b> <i>Evidenced through: Application/Interview/References</i>	<b>Essential</b>	<b>Desirable</b>
The ability to converse at ease with members of the public and provide advice and information in accurate spoken English.	✓	
An ability to articulate characteristics of effective teaching and learning with evidence of good practice	✓	
Good classroom management technique	✓	
Knowledge and understanding of effective assessment and its contribution to learning and progression	✓	
Understanding and experience of raising attainment strategies and improvement planning at a departmental level	✓	
The ability to use data to evaluate student performance and take effective action on the basis of this data	✓	
Excellent communication and organisational skills	✓	
Excellent ICT skills and an awareness of its potential within the academy and lessons. Ability to use new technologies to enhance teaching and outcomes		✓
Knowledge and understanding of current teaching & learning issues relevant to the needs of students in a community school		✓
Able to express a vision for subject development to enhance opportunities for students outside of the classroom		✓

<b>Leadership &amp; Personal Qualities</b> (Application/ Interview/ References)	<b>Essential</b>	<b>Desirable</b>
A person who is committed to an ethos of high standards, personal fulfilment and academic success	✓	
Someone who has a capacity to inspire through a love of teaching	✓	



Someone who relates and communicates well to the whole community and all stakeholders	✓	
A person who has as energy, stamina, resilience and determination	✓	
A person who has a genuine commitment to equal opportunities and inclusion	✓	
A person who is eager to acquire further skills and career enhancement		✓