



Teacher of SEND - PERSON SPECIFICATION

Qualifications & Training	Essential	Desirable	How Assessed
QTS	X		Application Form
SEND qualification		X	Application form
Commitment to Continuous Professional Development		X	Application Form Interview
Experience	Essential	Desirable	How Assessed
Experience of teaching in EYFS and/or KS1, KS2	X		Application form
Experience of teaching pupils with complex SLCN	X		Application form Interview
Experience of working with and implementing recommendations from outside [liaison and cooperation with other] professional agencies		X	Application form Interview
Experience of leading a team, including TAs		X	Application form References
Skills & Knowledge	Essential	Desirable	How Assessed
Excellent classroom practitioner with a clear understanding of how children learn, and with a range of experience of teaching students with SEND	X		Interview References
Knowledge of effective curriculum development in EYFS/KS1/Specialist	X		Interview
Skilled in the use of strategies to support students with special educational needs (especially Communication and Interaction or Cognition and Learning needs) or able and committed to developing these skills in a short amount of time	X		Application form References
Excellent understanding of assessment and target-setting		X	Application form Interview
Commitment to parental and multi-professionals' involvement	X		Application form Interview
Safeguarding	Essential	Desirable	How Assessed
Understanding of current statutory processes, procedures and associated documentation	X		Application Form & Interview



Personal attributes	Essential	Desirable	How Assessed
To be positive, sensitive, resilient, enthusiastic, trustworthy, and promote a good image of the school in the wider community	x		Interview
A commitment to the whole school philosophy and a desire to continually strive for improvement	x		Interview
Good organisational skills yet flexible and motivated in attitude to respond to the changing needs of the school	x		Interview

Safeguarding Statement for all employees

Tower Hill School and The River Learning Trust are committed to safeguarding and promoting the welfare of all children and preventing extremism; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) and obtain any other statutorily required clearance. Employment will also be conditional on the receipt of at least two acceptable references (1 from current/latest employer) and evidence of the formal qualifications required for the role.