



Person Specification – Lead Teacher

Qualifications and Training		
Evidence of:		
Qualified Teacher Status	E	
Degree or equivalent	E	
Evidence of professional development	E	
Evidence of professional development relevant to teaching pupils with SEMH	E	
Higher Degree		D
Additional SEN qualification.		D
Team Teach qualification		D
Leadership or middle leadership training		D
Professional Skills and Experience		
Evidence of:		
Teaching Experience	E	
Experience of teaching children at Key Stages 1 & 2		D
Recent experience of teaching pupils with SEMH either in the special sector of education or in a mainstream setting	E	
Understanding of pupil progress data	E	
Understanding and experience of elements of the Primary National Curriculum	E	
Understanding and experience of current assessment practice	E	
Understanding and experience of accommodating different learning styles	E	
Understanding of the SEND Code of Practice and EHCP processes	E	
Understanding of trauma-informed and relational approaches to behaviour support	E	
Fully ICT literate	E	
A clear and effective communicator	E	
Ability to contribute to the effectiveness of the team	E	
Ability to investigate, solve problems and make decisions	E	
Presence, empathy, energy, integrity, enthusiasm and resilience	E	
Ability to be imaginative, creative and innovative	E	
An excellent classroom practitioner with the ability to share good practice	E	
Successful negotiation with a range of professionals to maximise pupil achievement	E	
Experience of working collaboratively with parents/carers and external professionals	E	
Leading a curriculum, pastoral or inclusion development to implementation		D
Experience of coordinating support staff or leading a small team		D
Experience of Alternative Provision, reintegration or inclusion programmes		D
Experience of working with outreach services		D
Working with a wider range of schools, other educational establishments and other agencies		D
Experience of and commitment to inclusion		D
Ability to drive a minibus		D
Teaching Experience	E	
Experience of teaching children at Key Stages 1 & 2		D
Recent experience of teaching pupils with SEMH either in the special sector of education or in a mainstream setting	E	

Essential (E), must have
Desirable (D), should have