

**Classroom Teacher - High Need SEND Leader (Mixed-Age Class)**

**Person Specification**

	<b>Essential</b>	<b>Desirable</b>
<b>Qualification</b>	<ul style="list-style-type: none"> <li>Qualified Teacher Status (QTS).</li> <li>Evidence of relevant SEND training or commitment to undertake further SEND qualifications (e.g. NASENCo).</li> </ul>	<ul style="list-style-type: none"> <li>A recognised SEND qualification (e.g. NASENCo or equivalent).</li> </ul>
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>Secure knowledge of the SEND Code of Practice.</li> <li>Strong understanding of autism and speech, language and communication needs.</li> <li>Understanding of inclusive teaching strategies and reasonable adjustments.</li> <li>Knowledge of safeguarding and child protection procedures.</li> <li>Have a good understanding of the curriculum expectations.</li> <li>Have a good understanding of safeguarding.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of leading a SEND class or resource provision.</li> <li>Experience of trauma-informed or attachment-aware practice.</li> <li>Have experience of a multicultural environment.</li> </ul>
<b>Planning</b>	<ul style="list-style-type: none"> <li>Be able to plan engaging lessons.</li> <li>Be able to identify clear learning intentions and related success criteria.</li> <li>Be able to effectively differentiate teaching and learning based on the needs of the children.</li> <li>Be able to set clear targets for pupils, building on prior attainment.</li> <li>Have experience of planning for SEN and More Able children, providing targeted support.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of contributing to the Education Health and Care Plan processes.</li> <li>Have experience of creating medium term plans.</li> </ul>

<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• Experience of teaching pupils with high needs SEND, including autism and speech, language and communication needs.</li> <li>• Experience of adapting the curriculum for pupils working significantly below age-related expectations.</li> <li>• Experience of writing, implementing and reviewing SEND support plans.</li> <li>• Experience of positive behaviour support and emotional regulation strategies.</li> <li>• Be able to show evidence of excellent teaching.</li> <li>• Have excellent organisational skills and ability to provide appropriate resources.</li> <li>• Set high expectations of behaviour, establishing and maintaining an excellent standard of discipline through well focused and paced lessons.</li> <li>• Evidence positive relationships with pupils.</li> <li>• Use a range of teaching methods and strategies to engage and stimulate curiosity.</li> <li>• Be able to make learning enjoyable.</li> <li>• Make successful use of IT to promote learning.</li> <li>• Be able to continually evaluate and improve teaching so that it increasingly impacts on children's learning and progress.</li> <li>• Show a good understanding of phonics teaching.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of EYFS and primary SEND curriculum design.</li> <li>• Have some understanding of the Sounds Write approach.</li> <li>• Have some understanding of Talk for Writing.</li> </ul>
<b>Assessment For Learning &amp; Pupil Achievement</b>	<ul style="list-style-type: none"> <li>• Be able to accurately assess children's learning and progress.</li> <li>• Be able to mark children's work effectively, providing next steps.</li> <li>• Be able to promote self and peer assessment.</li> <li>• Be able to demonstrate that children have made great progress as a result of excellent teaching.</li> </ul>	<ul style="list-style-type: none"> <li>• Be able to demonstrate that children make better than expected progress as a result of outstanding teaching.</li> </ul>
<b>Relationship with parents and the wider community</b>	<ul style="list-style-type: none"> <li>• Be able to communicate well with a range of parents.</li> <li>• Have a commitment to making a difference to children's lives.</li> </ul>	<ul style="list-style-type: none"> <li>• Have experience of working and liaising with external agencies.</li> </ul>
<b>Relationships with colleagues</b>	<ul style="list-style-type: none"> <li>• Be able to communicate well with other members of staff.</li> <li>• Be willing and able to work as part of a team.</li> <li>• Have experience of working with and implementing advice from SENCo.</li> </ul>	<ul style="list-style-type: none"> <li>• Be an excellent role model for less experienced members of staff.</li> </ul>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• Show commitment to developing as an effective professional teacher.</li> </ul>	<ul style="list-style-type: none"> <li>• Show strengths and expertise in a specific curriculum area.</li> </ul>

<b>Personal Qualities</b>	<ul style="list-style-type: none"><li>• Empathy, patience and resilience.</li><li>• High expectations for all pupils.</li><li>• Commitment to inclusion and equality.</li><li>• Reflective and solution-focused.</li><li>• Professional integrity and confidentiality.</li><li>• Hard working.</li><li>• Willingness to learn and develop.</li><li>• Creative.</li><li>• Friendly &amp; Approachable.</li><li>• Sense of humour.</li><li>• Flexible and adaptable.</li></ul>	
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