

Attributes	Essential	Desirable	Application	interview
Qualifications	<ul style="list-style-type: none"> Qualified teacher status 		✓	
Experience	<ul style="list-style-type: none"> Experience or expertise of working with students with SEN Experience of delivering KS2 or 3 National Curriculum Evidence of ongoing professional development 	<ul style="list-style-type: none"> Evidence of qualifications or relevant SEN experience. Evidence of ongoing professional development 	✓	✓
Professional Understanding, Knowledge and Skills	<ul style="list-style-type: none"> Knowledge of how the National Curriculum can be adapted to meet the needs of pupils with ASD and a range of complex needs relevant to the age range of the school. Knowledge of assessment recording and reporting Experience of creating and maintaining effective partnerships with parents to support pupil's learning and pastoral needs Knowledge of commonly used resources to support pupils with ASD and a range of special educational needs. Secure understanding of safeguarding responsibilities Understanding of behaviour regulation and trauma-informed approaches 	<ul style="list-style-type: none"> Understanding of behaviour regulation and trauma-informed approaches 	✓	✓
Specific Knowledge Understanding and skills	<ul style="list-style-type: none"> Awareness of the Education Acts and the SEN code of Practice Ability to create a safe, stimulating and inclusive classroom environment Ability to engage, motivate and inspire pupils with SEND Ability to reflect on own practice and seek professional development 	<ul style="list-style-type: none"> Evidence of working towards EHCP targets 	✓	
Teaching and Learning	<ul style="list-style-type: none"> Practical understanding of effective teaching and evaluation strategies for pupils with ASD and other complex needs. Able to flexibly deliver a creative model of teaching and learning for pupils with a range of needs who require a nurturing approach. Knowledge and understanding of the relevant curriculum requirements Able to manage pupil behaviour effectively Experience or understanding of the different qualifications taught within the department. 	<ul style="list-style-type: none"> Experience of monitoring and evaluating teaching Experience of planning a curriculum area relevant to the needs of pupils including relevant courses 	✓	✓
Leadership and Management	<ul style="list-style-type: none"> Able to deploy teaching assistants/support staff effectively. 		✓	✓

	<ul style="list-style-type: none"> • Able to motivate pupils and staff, setting high standards and provide a focus for improvement 			
Professional values, qualities and skills	<ul style="list-style-type: none"> • Able to establish and develop good relationships with all involved in the school • Able to work effectively as a team member • Ability to communicate effectively in writing and orally. Competent in the use of ICT • Flexible and approachable • Resilient under pressure and motivated by challenge. • Able to deal sensitively with people and resolve conflicts • Positive and energetic approach to work 	<ul style="list-style-type: none"> • Bring personal interests and enthusiasms to the school community 	✓	✓

Person Specification: SEND Class Teacher

