

SEND Services for *your* School

Person Specification: Specialist Teacher

Team: Pathways

Responsible to: Head of Service

Qualifications	Essential	Desirable
Qualified Teacher Status (QTS)	X	
Degree in education or relevant field	X	
Leadership and management qualifications e.g., NPQSL: National Professional Qualification for Senior Leaders; NPQSENDCo: Special Educational Needs Co-ordinator		X
Further professional qualifications in SEND (Special Educational Needs and Disabilities) or related field		X
Professional Development	Essential	Desirable
Recent appropriate in-service training and continuous professional development (CPD) (relevant and significant to the post)	X	
Evidence of up-to-date subject knowledge specific to SEND that ensure learners receive high-quality experiences		X
Experience	Essential	Desirable
Experience of working with children and young people with a range of special educational needs	X	
Experience in creating a positive and inclusive learning environment tailored to diverse needs	X	
Proven track record of improving educational outcomes for students with SEND	X	
Proven ability to work collaboratively with families, external agencies, and other stakeholders	X	
Recent substantial and successful experience in a special or inclusive educational setting		X
Experience of annual review processes for students with Educational Health Care Plans		X
Experience in delivering specialist interventions or therapeutic provisions		X
Experience in developing and implementing individual education plans		X
Experience and appreciation of the needs of children and young people with SEND from 7-19 years		X

Skills and Knowledge	Essential	Desirable
Strong understanding of the needs and challenges of students with SEND	X	
Competent in using technology to enhance learning and administration	X	
Experience and knowledge of multi-agency working to support children and young people with SEND		X
Knowledge of SEND legislation, including the SEND Code of Practice and safeguarding requirements		X
Ability to analyse data to monitor and improve progress and outcomes		X
Personal Qualities	Essential	Desirable
Excellent communication and interpersonal skills to effectively engage with a wide range of stakeholders	X	
Empathetic and compassionate with a commitment to promoting equality, diversity, and inclusion	X	
Passionate for every child and young person regardless of need to empower them to achieve their full potential	X	
Resilient with the ability to sensitively manage challenges and maintain a positive outlook	X	
Self-motivated, highly organised, adaptable and able to prioritise competing demands effectively	X	
Creative and imaginative with an innovative approach to problem-solving	X	
Committed to own continuous professional development	X	
Committed to the development of the ethos of our school and the wider trust	X	
Values and Vision	Essential	Desirable
A child-centred approach, with a commitment to safeguarding and promoting the welfare of learners	X	
Fully committed to close home-school partnership	X	
Strong sense of integrity and fairness	X	
Alignment with the school's values, mission and commitment to high-quality education for pupils with SEND	X	

Please note: Essential and Desirable factors are not in any form of priority