

Gatehouse School

SEND / Specialist Teacher Person Specification

Start Date: September 2020

CRITERIA		Essential / Desirable			Assessed by:		
		E	D		AF	S	I
EDUCATION AND QUALIFICATIONS							
1	A teaching degree or equivalent qualification	√			√		
2	Qualified Teacher Status (QTS) or equivalent	√			√		
3	A Level 5 Certificate in Specific Learning Difficulties or equivalent SEND qualification	√			√		
4	Evidence of recent and relevant training and development		√		√		
5	Record of continuous professional development		√		√		
PROFESSIONAL KNOWLEDGE, EXPERIENCE, SKILLS AND ABILITIES							
6	Evidence of excellent teaching intervention resulting in outstanding student outcomes	√				√	√

7	In-depth knowledge and understanding of SEND and wider educational agenda, including current national policies and educational issues, as well as the statutory and legal framework governing the operation of a school	✓				✓	✓
8	Demonstration of in-depth specialist and curriculum knowledge	✓				✓	✓
9	Ability to teach all aspects of SEND across a range of abilities	✓				✓	✓
10	Experience of teaching across a range of Key Stages (EYFS and KS1 and KS2)		✓		✓	✓	✓
11	Proven track record in planning and assessment		✓			✓	✓
12	Evidenced knowledge of Child Protection, Safer Recruitment and Safeguarding procedures	✓				✓	✓
13	Excellent organisational skills and the ability to translate strategies and policies into effective practice	✓				✓	✓
14	Have high expectations and personal integrity with the ability to promote and deliver the values, culture, ethos and traditions of the School	✓				✓	✓
15	Excellent analytical skills with the ability interpret and present data effectively to a variety of stakeholders	✓				✓	✓
16	Knowledge of the potential of ICT to enhance learning, interpret and analyse data and understand school information systems	✓				✓	✓

17	Be proactive, innovative and flexible with a high level of drive, energy and enthusiasm necessary to effectively deliver common goals	✓			✓	✓
18	Be articulate and approachable with excellent interpersonal communication skills both verbally and in writing	✓			✓	✓
19	Ability to form excellent working relationships with staff, students, parents, Trustees and external partners	✓				✓
20	Be a visible role model with a professional approach that demands excellence, confidence, trust and respect of the Trust and wider community	✓				✓

PUPIL PROGRESS AND STAFF DEVELOPMENT

21	A passion for outstanding teaching coupled with the ability to lead and motivate colleagues to improve classroom effectiveness and raise achievement	✓			✓	✓
22	Successful experience of positive behaviour management and developing a safe, pupil focused, inclusive and effective learning environment so that behaviour is outstanding	✓			✓	✓
23	Successful experience of curriculum development for pupils with SEND and pastoral needs.	✓			✓	✓
24	Knowledge and understanding of the varying needs and abilities of pupils with SEND, particularly those on the Autistic Spectrum and those students with pastoral needs resulting from ASC	✓			✓	✓

25	A passion and commitment to providing a holistic approach to pupil development	✓				✓	✓
26	Successful experience of the implementation of effective assessment procedures and an understanding of assessment for the learning needs of pupils	✓				✓	✓
27	Be motivated to deliver challenging and creative lessons and to raise achievement	✓				✓	✓
28	Experience of classroom observations as a means to identify pupil needs and monitor effective SEND practice in the classroom		✓			✓	✓
29	Evidence of achieving safe, secure and healthy lessons / intervention within the learning environment	✓				✓	✓
30	Willingness to be involved in the wider life of the school community	✓				✓	✓
31	Demonstrate the importance of a work life balance	✓				✓	✓
SYSTEMS AND PROCESSES							
32	A strong SEND teacher with evidence of a range of skills to enable success	✓				✓	✓
33	Proven successful experience of school / SEND self-evaluation	✓				✓	✓

34	Welcome strong leadership and actively work collaboratively with the School Leaders to develop and deliver the school vision which embraces excellence, intellectual rigour, high standards and inclusion	✓			✓	✓
35	A commitment to and some evidence of promoting inclusion, diversity and equal opportunities within the curriculum	✓			✓	✓
36	Proven ability to plan effectively and strategically to help deliver and to communicate compellingly the School's vision	✓			✓	✓