



Special Needs Teacher - Person Specification

	Essential	Desirable
Qualifications	<p>The Special Needs Teacher should have:</p> <ul style="list-style-type: none"> • Degree or Higher Degree • Qualified Teacher Status • A teaching/coordination special needs qualification 	<p>In addition, the essential qualification the Special Needs Teaching:</p> <ul style="list-style-type: none"> • A teaching subject specialist qualification
Experience	<p>The Special Needs Teacher should have experience of:</p> <ul style="list-style-type: none"> • Qualified teacher with at least three years' experience in the primary or secondary sector • Evidence of continuing professional development • Working with children and people of all ages with special educational needs • A good awareness of inclusion, especially within a school setting • Consulting and co-ordinating with colleagues, parents and outside bodies to progress the development of children with education special needs 	<p>In addition, the Special Needs Teacher might have experience of:</p> <ul style="list-style-type: none"> • Experience of leading a team of teachers on the curriculum initiative • Experience of budget management
Knowledge and Understanding	<p>The Special Needs Teacher should have knowledge and understanding</p> <ul style="list-style-type: none"> • The SEN Code of Conduct and its practical application • The statementing process and the evidence needed • Behaviour management techniques for groups and individuals • Familiarity with the concepts of Gifted and Talented • Good understanding of curriculum and pedagogical issues related to extending pupil performance and the development of thinking skills 	<p>In addition, the Special Needs Teacher might have knowledge and understanding of:</p> <ul style="list-style-type: none"> • Using comparative information about attainment • The funding support mechanism for SEN • The roles and responsibilities of educational psychologists and of learning and behaviour support services • Pastoral support plans

	<ul style="list-style-type: none"> • Good understanding of factors promoting effective transfer of learners from one phase of education to the next • Good understanding of the principles behind school improvement including school improvement planning, monitoring, review and evaluation of progress 	<ul style="list-style-type: none"> • An understanding of the broader secondary and primary context and Government initiatives to raise achievement • Good understanding of the principles behind project management including planning, monitoring, review and evaluation progress • Knowledge and understanding to support EAL children
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Skills	<p>The Special Needs Teacher will be able to:</p> <ul style="list-style-type: none"> • Make consistent judgements based on careful analysis of available evidence • -Excellent classroom practitioner • Good communication skills, both written and oral • Good presentation skills with the ability to enthuse and motivate others • Good organisation skills • Confident in the use of information and communication technology. • Good influencing and negotiation skills. • Empathise with the difficulties of SEN pupils in accepting the urriculum • Organise and sustain systematic support from a variety of providers for a range of SEN • Manage the co-ordination of teaching assistants in support of SEN pupils • Advise and motivate teaching staff with SEN initiatives • Present clearly a wide range of specialised information to both educationalists and noneducationalists 	
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Personal Characteristic

The Special Needs Teacher will be

- Willing to share expertise, skills and knowledge.
- Sensitive to the aspirations, needs and self esteem of others.
- Committed to team working.
- Willing to address challenging issues with clarity of purpose and diplomacy.