

SEN Unit Specialist Teacher : Person Specification

Qualifications and training	
Essential	Desirable
<ul style="list-style-type: none"> ➤ Have a degree in a relevant subject. ➤ Have Qualified Teacher Status. ➤ Have taught at KS1 and KS2 for at least two years. ➤ At least 12 months experience working as a school SENCO. <p>or</p> <ul style="list-style-type: none"> ➤ A commitment to achieve a National Award in Special Educational Needs within three years of appointment if having less than 12 months experience. 	<ul style="list-style-type: none"> ➤ Relevant safeguarding and child protection training undertaken and a willingness to update training regularly. ➤ Have achieved a National Award in Special Educational Needs Coordination.
Knowledge, skills and experience	
Essential	Desirable
<ul style="list-style-type: none"> ➤ Experience of working with pupils with SEND, and pupils with ASC. ➤ Experience working alongside an SLT to develop the quality of the curriculum and learning activities. ➤ Experience co-ordinating provision for children with SEND. ➤ Sound knowledge of the SEND Code of Practice and its application. ➤ Sound knowledge of the graduated approach to providing SEN support. ➤ Experience of behaviour management techniques for groups and individuals with SEND. ➤ A good understanding of the principles of school improvement. ➤ Experience working effectively with colleagues to improve classroom practice. ➤ Experience utilising and analysing effective assessment systems and recording and maintaining pupil records. 	<ul style="list-style-type: none"> ➤ Experience liaising with a range of people, agencies, and professionals including, the parents of pupils, the LA and other providers. ➤ Demonstrate a greater understanding of how pupils with SEND develop. ➤ Demonstrate a sound understanding of SEND funding on offer. ➤ Experience in making reasonable adjustments and access arrangements for pupils with SEND. ➤ Experience of setting up a resource provision base ➤ Experience of teaching in a Special school or RP base
Personal traits	
The successful candidate will have	
<ul style="list-style-type: none"> ➤ A commitment to equal opportunities and empowering others. ➤ Excellent communication skills, both written and verbal. ➤ Excellent time management and organisation skills. ➤ An ability to manage and prioritise a demanding workload, and that of others. ➤ A flexible approach towards working practices. ➤ The ability to work as both part of a team and independently. ➤ The ability to work with pupils and their families in a sensitive and positive way. ➤ An ability to establish and maintain professional working relationships. 	

- High levels of drive, energy and integrity.
- Demonstrable leadership qualities, e.g. assertiveness, confidence, resilience.
- An ability to model good practice and engage in self-reflection.
- A commitment to improve current skills and demonstrate a willingness to develop further.
- A commitment to contributing to the wider school community.

Additional requirements

The successful candidate will be

- Flexible, reliable, enthusiastic and patient.
- Inspiring and influential.
- Able to take control, lead and manage situations.
- Consistent in modelling good practice and behaviour.