

PERSON SPECIFICATION
SERVICE AREA: - Hull Collaborative Academy Trust
JOB TITLE: SEN Class Teacher
GRADE: MPS / UPS plus additional SEN point.
POST NO:

EQUIREMENTS	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
RELEVANT EXPERIENCE	Experience of teaching in a school.	Application Form	Evidence of teaching in a special school or ASD / SEMH resource base. Experience of working in an inner city school. Experience of being a SENCO	Application Form Application Form
QUALIFICATIONS	Qualified Teacher Status (UK).	Application Form	Further professional training SENCO qualification or specific qualifications related to ASD and SEMH	Application Form
SKILLS AND ATTITUDES	<p>The capacity to develop innovative and inspirational teaching strategies, planning and delivering the highest quality lessons generating high levels of engagement for all</p> <p>The ability to skilfully assess pupil's understanding</p> <p>Constructive and effective feedback to ensure pupils make rapid gains</p> <p>Excellent classroom management skills including behaviour management</p>	<p>Application Form, Interview, References</p> <p>Interview References</p> <p>Interview</p> <p>References Interview</p>	<p>Additional skills such as music, sport, modern foreign language etc. that contribute to the expertise within the trust.</p> <p>A willingness to self- reflect on their own practice and strive to constantly improve it</p> <p>The ability to create a highly positive climate for learning</p> <p>Additional skills in working with children with ASD</p> <p>A willingness and tolerance to working with children who display challenging behaviours</p>	<p>Application Form, Interview</p> <p>References Interview</p> <p>References Interview</p>

KNOWLEDGE	<p>A knowledge and commitment to safeguarding and promoting the welfare of children and young people</p> <p>The capacity to develop an excellent understanding of the craft of teaching based on great pedagogy including the teaching of reading and maths</p> <p>A good working knowledge of the demands of the national curriculum and how to tailor this to the needs of the pupils.</p>	<p>Interview, References Application Form</p> <p>Interview References</p> <p>Application Form References Interview</p>	<p>Knowledge of ASD Knowledge of SEMH</p> <p>Knowledge of the EHCP Process Knowledge of the SEND Code of Practice</p> <p>Knowledge of how to adapt a curriculum to meet the bespoke needs of children with ASD or SEMH</p> <p>Knowledge of de-escalat ion techniques</p>	
INTERPERSONA L/COMMUNICATI ON SKILLS	<p>First class communication skills both verbally and written.</p> <p>Being a good role model of spoken English.</p> <p>The ability to establish strong, effective professional relationships with all stakeholders. In particular pupils, parents and colleagues.</p> <p>The ability to work professionally alongside a range of partners and outside agencies at a variety of levels.</p>	<p>Application Form Interview</p> <p>Interview</p> <p>Application Form References</p>	<p>Ability to deescalate situations were childrens behaviour is spiralling due to their identified SEND need.</p>	
DISCLOSURE OF CRIMINAL RECORD (Please see attached for further details)	<p>Declaration of full details of everything on candidate's criminal record.</p>	<p>Application Form (after shortlisting).</p>		

	The successful candidate's appointment will be subject to the Council obtaining a satisfactory Enhanced Disclosure from the Criminal Records Bureau.	Criminal Records Bureau's Disclosure (successful candidate only).		
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Prepared by:
Designation: