**Little Ilford School**

**Personal Specification**

## **Head of Learning Support / SEN Teacher**

| Criteria | Qualities | Essential/Desirable |
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| **Qualifications****and training** | Qualified teacher statusDegreeEvidence of Continued Professional development | EssentialEssentialEssential |
| **Experience** | A minimum of three years of teaching experienceExperience of working at a whole-school levelExperience of working alongside other teachers and setting targets and monitoring, evaluating and recording progressInvolvement in self-evaluation and development planningExperience of conducting training/leading INSETExperience of Line management | EssentialEssentialEssentialEssentialDesirableEssential |
| **Skills and knowledge** | Sound knowledge of the SEND Code of PracticeUnderstanding of what makes ‘quality first’ teaching, and of effective intervention strategiesExcellent classroom practitionerAbility to plan and evaluate interventionsGood understanding of curriculum and pedagogical issues related to extending pupil performance and the development of thinking skillsData analysis skills, and the ability to use data to inform provision planningEffective communication and interpersonal skillsAbility to build effective working relationshipsAbility to influence and negotiateGood record-keeping skillsExcellent communication skills, both written and oralGood presentation skills with ability to enthuse and motivate othersGood organisation skills | EssentialEssentialEssentialEssentialEssentialEssentialEssentialEssentialEssentialEssential |
| **Personal qualities** | Commitment to getting the best outcomes for students and promoting the ethos and values of the schoolCommitment to equal opportunities and securing good outcomes for pupils with SEN or a disabilityAbility to work under pressure and prioritise effectivelyWillingness to share expertise, skills and knowledgeSensitivity to the aspirations, needs and self esteem of othersWillingness to address challenging issues with clarity of purpose and diplomacyCommitment to maintaining confidentiality at all timesCommitment to safeguarding and equality  | EssentialEssentialEssentialEssentialEssentialEssentialEssentialEssential |