**Little Ilford School**

**Personal Specification**

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

| Criteria | Qualities | Essential/  Desirable |
| --- | --- | --- |
| **Qualifications**  **and training** | Qualified teacher status  Degree  Evidence of Continued Professional development | Essential  Essential  Essential |
| **Experience** | A minimum of three years of teaching experience  Experience of working at a whole-school level  Experience of working alongside other teachers and setting targets and monitoring, evaluating and recording progress  Involvement in self-evaluation and development planning  Experience of conducting training/leading INSET  Experience of Line management | Essential  Essential  Essential  Essential  Desirable  Essential |
| **Skills and knowledge** | Sound knowledge of the SEND Code of Practice  Understanding of what makes ‘quality first’ teaching, and of effective intervention strategies  Excellent classroom practitioner  Ability to plan and evaluate interventions  Good understanding of curriculum and pedagogical issues related to extending pupil performance and the development of thinking skills  Data analysis skills, and the ability to use data to inform provision planning  Effective communication and interpersonal skills  Ability to build effective working relationships  Ability to influence and negotiate  Good record-keeping skills  Excellent communication skills, both written and oral  Good presentation skills with ability to enthuse and motivate others  Good organisation skills | Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential |
| **Personal qualities** | Commitment to getting the best outcomes for students and promoting the ethos and values of the school  Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability  Ability to work under pressure and prioritise effectively  Willingness to share expertise, skills and knowledge  Sensitivity to the aspirations, needs and self esteem of others  Willingness to address challenging issues with clarity of purpose and diplomacy  Commitment to maintaining confidentiality at all times  Commitment to safeguarding and equality | Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential |