**Heasandford Primary School**

**Person Specification: Specialist SEND Teacher for EYFS**

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| Personal attributes required  (based on job outline) | Essential (E) or  Desirable (D) | Identified by: application form, interview, reference,  Observation |
| **Application**  Fully completed application form.  Well considered and relevant supporting letter  (no longer than 2 sides of A4, font size 12).  NB: Professional references should provide a strong level of support for skills, knowledge and attributes referred to below. | E  E  E | AF  AF  R |
| **Qualifications**  Qualified teacher status.  Degree.  SEND Specialist Qualification. | E  E  D | AF  AF AF |
| **Professional knowledge and understanding**  Effective teaching and learning strategies which meet the needs of all pupils.  Excellent application of IT to teaching and learning.  Ability to use data, assessments and target setting effectively to raise standards/address weaknesses.  An excellent classroom practitioner.  A strength and passion for teaching children with complex additional needs. | E  E  E  E  E | AF/I/R/O  AF/I/R/O  AF/I  I/R/O  I/R/O |
| **Skills and Attributes**  Enthusiastic, with a high level of motivation and initiative.  Good communication and interpersonal skills.  Creative and effective teaching and learning skills.  Adaptability to changing circumstances and new ideas.  Ability to provide a stimulating, encouraging and secure learning environment.  Understanding of the role of assessment, record keeping and tracking pupil progress.  Values creativity in raising pupil attainment and self-esteem.  Show a good commitment to sustained attendance at work.  Demonstrates a capacity for sustained hard work with energy and vigour.  Demonstrates resilience and optimism.  Demonstrates impact and presence. | E  E  E  E  E  E  E  E  E  E  E | AF/I/R  AF/I/R  AF/I/R/O  AF/I/R  AF/I/R/O  AF/I/R  AF/I/R  R  AF/I/R  AF/I/R  AF/I/R/O |
| **Leadership and Management**  Leading the development of a subject area in school.  To have had a key involvement in adapting the curriculum for children with complex SEND.  To have had responsibility for policy development and implementation. | D  D  D | AF/I/R  AF/I/R  AF/I/R |
| **Personal Attributes**  Self-motivated.  Well-organised.  Flexible, good humored and approachable.  High expectations of self and others.  Ability to work as part of a team.  Caring and nurturing behaviour philosophy. | E  E  E  E  E  E | AF/I/R  AF/I/R/O  AF/I/R  AF/I/R/O  AF/I/R  AF/I/R |
| **Other**  Commitment to safeguarding and protecting the welfare of children and young people.  Commitment to equality and diversity.  Commitment to health and safety.  Commitment to the work of the school including after school activities.  Commitment to excellent attendance at work. | E  E  E  E  E | I  I  I  AF/R/I  R/I |