

PERSON SPECIFICATION

Specialist Teacher of SEND and Assistant Psychologist

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples in their application.

Qualifications & Training	Essential	Desirable	How Identified
Qualified Teacher Status with relevant qualifications	X		Application
Additional qualification or training in SEND		X	
Qualification in Psychology		X	
Commitment to continuous professional development through training, research, workshops, and seminars.	X		
Personal Attributes	Essential	Desirable	How Identified
Are highly ambitious for self and organisational growth	X		Application Interview Task
Are brave in leadership decision making, being innovative and forging new paths	X		
Are curious to identify solutions based on rigorous evidence and research	X		
Are determined to overcome obstacles and resilient in the face of challenge	X		
Are fast and nimble to address emerging needs and underperformance	X		
Are good, moral, truthful and treat others with respect	X		
Are open minded to bringing about extraordinary change which may challenge the norm	X		

Knowledge & Experience	Essential	Desirable	How Identified
Experience working with students (any age between 4-16) with a wide range of special educational needs.	X		Application Interview /Task
Strong knowledge of current SEND legislation and best practices in inclusive education	X		
Sound knowledge of a variety of teaching methods appropriate for pupils with SEND and the ability to design adaptive lessons and activities	X		
Experience with educational and psychometric testing		X	
Understanding of how to apply evidence-based approaches in schools		X	
Skills	Essential	Desirable	How Identified
Active listening, communication and inter-personal skills, including tact and diplomacy	X		Application Interview Task
Ability to work with children and young people of all ages and make quick and strong connections	X		
Ability to prioritise workload effectively to meet deadlines	X		
Analytical and research skills		X	
High level of organization and attention to detail	X		
Ability to be empathetic and a strong commitment to ethical practice	X		
Equal Opportunities	Essential	Desirable	How Identified
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	X		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	X		

Safeguarding	Essential	Desirable	How Identified
Committed to the protection and safeguarding of children and young people	X		Application Interview
Demonstrates up to date knowledge of relevant legislation and guidance in relation to working with young people	X		Task