

**Person Specification**

Post Title: **SEND** **Teaching and Learning Lead**

Responsible to: **Head of Inclusion**

Salary grade & hours: **MPR/ UPR + TLR Full-Time**

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|  | **Essential** | **Desirable** | **Measured by** |
| Education & Qualifications | A degree level qualification in subject specialism.  Be qualified to teach in the UK. | Further Study | Application,  References |
| Skills & Abilities | Ability to demonstrate excellent classroom practice - to deliver consistently high quality lessons, well matched to the needs of different groups.  Evidence of using creative and imaginative approaches in teaching.  Willingness to keep abreast of new developments both within SEND and within teaching and learning.  Good interpersonal skills with high professional standards in all communications with students, staff, parents/carers and other stakeholders.  Highly organised with effective time-management skills; able to prioritise appropriately, meet deadlines and pay attention to detail.  IT literate | Enthusiasm for initiating enrichment and enhancement activities and events which capture the interests of staff and students.  Ability to contribute to the department’s development plans. | References,  Interview |
| Experience & Knowledge | Relevant and sustained classroom experience of teaching SEND students.  Up to date knowledge of the National Curriculum for in subject specialism.  Experience of planning and delivering innovative lessons tailored for SEND learners,  Knowledge of a wide range of AfL and differentiation strategies for use with both SEND and Able, Gifted and Talented students.  Awareness of current pedagogical issues.  Pastoral experience of working with students. | Evidence of relevant in-service training.  Subject / teaching and learning interests which complement and extend the expertise within the department. | Application,  References |
| Core Qualities | Role model for students in terms of positive attitude, high levels of commitment, constructive communication, high standards of behaviour, appropriate dress.  High expectations of all students and commitment to promote positive behaviour. |  | Interview,  References |
| Other Requirements | Candidate will be appointed subject to an enhanced DBS check. | | |
| Compiled by: Tim Stent, Deputy Headteacher Date: March 2025 | | | |