

Hendon School



Person Specification: SEN

	Essential	Desirable
Qualifications	Qualified Teacher status	Evidence of continuous professional development with particular reference to Special Educational Needs (SEN)
Experience	<p>Qualified teacher status with experience in the primary and / or SEN</p> <p>Evidence of continuing professional development</p> <p>Experience of working alongside other teachers in the development and learning of SEN students</p> <p>Experience of setting targets and monitoring, evaluating and recording progress</p> <p>Experience of leading and directing Teaching Assistants</p>	<p>Experience of leading a team of teachers on a curriculum initiative</p> <p>Experience of budget management</p> <p>Evidence of leading colleagues in schools</p> <p>Experience of training other teachers</p>

Knowledge and Understanding	<p>Strategies for meeting SEN in a main school setting</p> <p>The SEN Code of Conduct and its practical application</p> <p>Curriculum and pedagogical issues related to extending pupil performance and the development of thinking skills</p> <p>Behaviour management techniques for groups and individuals</p> <p>Factors promoting effective transfer of learners from one phase of education to the next</p>	<p>Using comparative information about attainment</p> <p>The funding support mechanism for SEN</p> <p>The roles and responsibilities of educational psychologists and of learning and behaviour support services</p> <p>Implementing Pastoral support plans</p> <p>Understanding how to support EAL children</p> <p>The EHC assessment process and the evidence needed.</p> <p>Exam concessions application process</p>
Skills	<p>Excellent classroom practitioner</p> <p>Good communication skills, both written and oral</p> <p>Good presentation skills with the ability to enthuse and motivate others</p> <p>Good organizational skills</p> <p>Confident in the use of information and communication technology.</p> <p>Lead teaching assistants in support of SEN pupils</p> <p>Advise and motivate teaching staff with SEN initiatives</p> <p>Present clearly a wide range of specialised information to both educationalists and non-educationalists</p> <p>Make consistent judgements based on careful analysis of available evidence</p>	<p>Good influencing and negotiation skills</p>

Personal Characteristics	Willingness to share expertise, skills and knowledge Sensitivity to the aspirations, needs and self-esteem of others Commitment to working with a team Willingness to address challenging issues with clarity of purpose and diplomacy	Preparedness to attend national and regional venues for meetings and training sessions
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