

Chatsworth High School and Community College

Person Specification – SEN Teacher

Selection Criteria		
<i>At the shortlisting stage, when the selection panel evaluate application forms and supporting letters, the criteria for qualifications, experience and knowledge will be applied.</i>		
Qualifications		
The successful candidate will:	Essential	Desirable
hold QTS or QTLS	*	
have additional professional qualifications		*
have additional qualifications pertinent to the field of SEND		*
have additional qualifications pertinent to the subject of Maths		*
Experience		
The successful candidate will have:	Essential	Desirable
experience as a teacher of students with autism, SLD and PMLD		*
experience of working in a special education setting		*
experience of leading a subject		*
an excellent attendance and punctuality record	*	
Knowledge		
The successful candidate will show:	Essential	Desirable
evidence of high quality practice relating to students with autism, SLD and PMLD	*	
secure and consistent subject knowledge in a recognised curriculum area	*	
understanding of the variety of ways in which students with learning difficulties learn and practical knowledge of appropriate strategies to support their learning	*	
an understanding of the broad range of social and economic challenges encountered by students in urban settings	*	
<i>During the interview process, the criteria for skills, professional qualities, understanding of students' learning needs and appreciation of the social context for learning will be applied</i>		
Skills		
The successful candidate will be able to show the ability to:	Essential	Desirable
motivate, inspire and support students	*	

create and sustain positive working relationships within a team	*	
identify and clearly communicate objectives, ideas and instructions	*	
demonstrate a clear understanding for the need for effective assessment, recording and reporting	*	
contribute to the overall development of teaching and learning throughout the school	*	
Professional Qualities		
The successful candidate will be able to show	Essential	Desirable
an ability to practically apply the teachers' standards for qualified teachers to real learning contexts	*	
the capacity for developing their personal professional capacity	*	
an understanding of the principles EHCP process	*	
the ability to support families and other agencies in their work with students	*	
the ability to organise their own time efficiently	*	
Personal Attributes		
The successful candidate will show	Essential	Desirable
kindness, humour, humility, enthusiasm	*	
emotional and physical resilience	*	
the capacity to absorb salient information quickly	*	
the ability to maintain confidentiality regarding sensitive issues	*	
strong interpersonal skills and the confidence to represent the school and Trust positively in a public forum	*	

Written by: Martin Hanbury

Reviewed by: Martin Hanbury

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