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**Lead Teacher for Complex Needs**

**Person Specification**

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| --- | --- | --- |
|  | ***Essential*** | ***Desirable*** |
| ***Qualifications and training*** |  |  |
| ***Graduate; Qualified Teacher Status***  | ✓ |  |
| Additional qualification / specialism if primary practitioner / professional development in Special Educational Needs  |  | ✓ |
| Willingness to learn and a commitment to professional development | ✓ |  |
| Ability to lead the teaching of pupils with profound learning disabilities and complex needs | ✓ |  |
| ***Experience*** |  |  |
| Successful teaching of SEN pupils and be able to demonstrate impact | ✓ |  |
| Positive relationships with pupils’ parents | ✓ |  |
| Ability to provide excellent opportunities for young people with profound learning disabilities, and complex needs  | ✓ |  |
| ***Knowledge and skills*** |  |  |
| Effective classroom practitioner with the ability to teach outstanding lessons | ✓ |  |
| Knowledge and understanding of specialist strategies for pupils with SEN with particular reference to complex needs | ✓ |  |
| Ability to evaluate and develop practice from evidence of pupil learning | ✓ |  |
| Able to provide for pupils’ different learning styles | ✓ |  |
| ***Disposition*** |  |  |
| A reliable attendance record  | ✓ |  |
| Demonstrable commitment to SEN work | ✓ |  |
| Ability to manage other team members in the department | ✓ |  |
| A team player | ✓ |  |
| Approachable and sensitive to the needs of others | ✓ |  |
| A willingness to work positively with challenging behaviour | ✓ |  |
| A demonstrable commitment to equal opportunities | ✓ |  |
| Ability to lead and inspire others | ✓ |  |

I look forward to hearing from you and thank you for your interest in Elms Bank.

Orienne Langley-Sadler

Headteacher