



Person Specification

Job Title: SENI Specialist Teacher

Division/Section: SEN and Inclusion Service

Reports to: Area SENCO

Grade: Teacher MPS/UPS

Hours: Full (Term time) Permanent

Attributes	Essential criteria	Desirable criteria
Knowledge	<ul style="list-style-type: none"> • Understanding of the challenges in ensuring positive outcomes for children/ young people with SEND. • Understanding of the SEND Code of Practice 2015. • Knowledge of the Children's and Families Act 2014, Care Act, Equality Act 2010 and Ofsted legislation pertinent to SEND. • Knowledge of child development and complex SEND. • Knowledge of best practice across Communication and Interaction, Social Emotional Mental Health, Sensory and Physical and Cognition and Learning to support children and young people. • Understanding of adaptive practice as high quality teaching and the delivery of curriculum across all key stages. • To be familiar with exam concessions and reasonable adjustments. • Knowledge and understanding of equality and diversity issues. • Knowledge and understanding of the impact of trauma on children and young people. • Knowledge of the factors both within and outside schools and settings which influence 	<ul style="list-style-type: none"> • Understanding of holistic working with social care and health. • Knowledge of the requirements of the Statutory Framework for the Early Years Foundation Stage. • Theoretical knowledge relating to child development to support children's wellbeing and progress in their development and learning.

	<p>the responses or behaviour of pupils and parents/carers.</p> <ul style="list-style-type: none"> • Knowledge of early intervention strategies and strategies to reduce inequalities. • Knowledge of planning and delivering training. • Knowledge of local and national SEND data trends. • Commitment to the implementation of the Councils vision, mission and values statements. 	
Experience	<ul style="list-style-type: none"> • A minimum of 4 years working with SEND or a similar position. • Proven recent and successful experience in working with pupils with a range of complex SEND. • Ability to monitor and evaluate interventions and plan for next steps to promote the accelerated achievement of children and young people with SEND. • Experience of working in an advisory capacity to support the development and sustainability of high quality SEND practice with educational settings. • Successful experience of implementing training and evaluating the training delivery and impact on children/ young people. • Experience of working collaboratively with multiagency professionals, children and young people and their families. 	<ul style="list-style-type: none"> • Experience of working as a SENCO in a mainstream setting. • Previous experience of work in more than one type of setting and/or across more than one key stage and/or specialist education provision. • Experience of working collaboratively with other professionals across directorates and from Children's services, health , social care and education settings. • Evidence of undertaking further training in supporting children with complex and severe needs in a range of SEND areas.
Skills and abilities	<ul style="list-style-type: none"> • Ability to demonstrate highly developed communication skills, in writing and orally including presentation skills for delivery of training. • Proven ability to produce clear, concise reports and contribute to ongoing assessments and reviews to service specifications. • Good time management and organisational skills. • Ability to work to one's own initiative, work as part of a team and be led. 	

	<ul style="list-style-type: none"> • Ability to access and use relevant inspection, EYFS and school self-evaluation evidence to support practitioners in situ to accelerate the achievement of pupils with SEND. • The ability to demonstrate a flexible approach to adapting strategies to changing circumstances and a responsiveness to new ideas. • A proven ability to show sensitivity to the needs of others and to the need for confidentiality. • Knowledge of IT including email, Word, PowerPoint, Excel. Microsoft Teams and Outlook and relevant databases as necessary to fulfil the requirements of the post. 	
Education, qualifications and training	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) with a minimum of 3 years experience of working within mainstream/ specialist settings. • Evidence of a personal commitment to continuous professional development. • Relevant organisational experience of working with SEND professionals. 	<ul style="list-style-type: none"> • SENCO Award or Post Graduate qualifications in a SEN field. • Qualification that reflects a skill set in a range of SEND areas.
Personal circumstances	<ul style="list-style-type: none"> • Current driving licence and the ability to provide a suitably insured vehicle for use in connection with the duties across the city. • Ability to organise resources and ICT required for training in locations across the city. 	
Equality	<ul style="list-style-type: none"> • Candidates must demonstrate understanding of acceptance and commitment to the principals underlying equal opportunities. 	
Customer care	<ul style="list-style-type: none"> • Knowledge and understanding of effective customer care. 	

DATE: 19th May 2025

COMPLETED BY: G Mead