

# Person Specification

## Specialist Resourced Provision Lead

Criteria	Essential	Desirable
<b>Qualifications</b>		
Qualified Teacher Status	X	
Degree or equivalent	X	
Recent and relevant INSET	X	
Commitment to continued professional development	X	
<b>Experience</b>		
Recent experience of teaching and having responsibility for EYFS, KS1 and KS2 pupils with special educational needs, either within a mainstream school or in a specialist provision	X	
Experience of leading, managing and delivering personalised learning programmes / interventions for pupils with special educational needs.	X	
Experience and knowledge of managing and assessing pupils with autistic spectrum conditions	X	
Excellent classroom practitioner with the ability to motivate and inspire pupils and meet individual needs.	X	
Experience of leading and supporting staff in the writing of support plans/annual reviews/EHCPs.	X	
Experience of working in partnership with parent(s)/ carer(s) and colleagues in other agencies and provisions		X
Experience of monitoring and evaluating the effectiveness of teaching and learning, including personalised learning programmes and using data to help facilitate this.	X	
Experience of managing support staff/ staff (inc Performance Management)		X

Good classroom teacher / manager with a proven commitment to improving the quality of children's learning	X	
Evidence of participating in and developing extra-curricular activities		X
<b>Knowledge and Skills</b>		
A thorough working knowledge of the SEN Code of Practice.	X	
Extensive knowledge and understanding of autistic spectrum conditions and effective strategies and approaches to support children with ASD	X	
Ability to promote inclusion and meet the additional needs of all pupils	X	
Ability to organise and manage annual and interim reviews for pupils	X	
A well-developed understanding of the principles and practices associated with excellence within primary education.		X
Commitment and ability to raise standards for all pupils	X	
A well-developed current knowledge of the primary curriculum.	X	
A working knowledge of the assessment procedures including the recording, reporting and analysis of children's progress and development.	X	
A good working knowledge of ICT and its use across the curriculum.		X
Ability to lead and support staff development.	X	
Ability to work in a solution-focused, flexible manner.	X	
Ability to develop a positive team spirit, communicate effectively, delegate and negotiate, when necessary, with sensitivity.	X	
Willingness to lead aspects of INSET. Ability to remain calm and supportive at all times.	X	
Effective communication skills.	x	

Ability to line manage teaching staff including Performance Management.	X	
Ability to participate in policy and school improvement decisions as part of the Senior Leadership Team.	X	
Ability to review and evaluate the effectiveness of the specialist provision The ability to analyse and interpret data.	X	
A commitment to promoting high expectation of pupil outcomes	X	
Ability to foster excellent relationships with pupils	X	
Ability to promote inclusion at all times	X	
To be committed to the safeguarding of all pupils	X	
<b>Personal Qualities</b>		
Sense of humour	X	
Stamina and resilience	X	
Ability to adapt and be flexible to the needs of the school and specialist provision sector	X	
Positive approach to the management of change	X	
<b>Other Requirements</b>		