

TLR Senior Teacher Hayfield School - Employee Specification

<u>Essential Personal Attributes</u>	<u>Desirable Personal Attributes</u>
Qualifications • Qualified Teacher Status • Ability to teach all areas of a primary special school	• An additional qualification in a relevant area of SEN (Post Graduate Certificate level or above) • Attendance at a range of relevant courses
Experience • Ability and experience of working with children with severe / complex SEN – particularly social communication difficulties (ASC) • Leadership of a core area of the primary curriculum or area of whole school development that has improved outcomes for children • A highly energetic and outstanding classroom practitioner with the ability to motivate and inspire staff and children alike • Ability to demonstrate enthusiasm, innovation and creativity in their teaching	• Experience of working in an SEN setting • Evidence of successful outcomes for projects / initiatives beyond the classroom and which have achieved whole school improvement • An understanding of school self evaluation and its importance in whole school planning
Knowledge and Understanding • A detailed knowledge of the primary school curriculum, with expertise in at least one core subject • An ability to monitor pupil progress and to provide a differentiated curriculum and learning environment that meets a wide range of complex learning needs	• the ability to lead in a variety of study areas (particularly music) • Able to develop and sustain home/school links • Ability to understand, organise and manage whole school data tracking systems

• A thorough understanding of the Special Educational Needs and Disability Code of Practice 2015 • Excellent interpersonal skills • Confident with ICT and the ability to use these skills in the curriculum and administration • Stamina, resilience and optimism • Ability to understand and interpret the root causes of a range of challenging behaviours and ability to implement effective behaviour management strategies. • An ability and willingness to participate in extra- curricular activities • Commitment to inclusive education that meets the needs of the individual child	
Special Requirements & TLR Responsibilities • The ability to lead, coordinate and develop work across the whole school. • Commitment to driving through continuous improvement across the whole of the school • The ability to deliver training and advice in specialist areas across the whole school (including INSET and staff meetings) • An ability to lead and motivate staff both in the classroom and teams throughout the school as part of the Performance Management process.	• Experience in working as part of a multi-professional team • Ability to work with colleagues to enhance the opportunities for every child • Ability to undertake value added analysis and tracing /monitoring of pupil progress • Ability to lead responsibility for whole school tracking, monitoring and evaluation • A clear understanding safeguarding and willingness to lead a variety of issues across the whole school