

PERSON SPECIFICATION



English and Communication Lead

This person specification is related to the requirements of the post as determined by the job description. Short-listing is carried out on the basis of how well you meet the requirements of the person specification.

	Essential	Desirable
Qualifications and Experience	<p>Qualified Teacher Status</p> <p>Proven track record of successful leadership</p> <p>Experience in teaching pupils with a range of Special Educational Needs and Difficulties</p>	
Knowledge	<p>Understanding of the subjects and provisions included within the communication curriculum: English language and literacy, the Development of Reading, Specific Learning Difficulties provisions, Social Communication provision and Oracy</p> <p>Knowledge of a wide range of SEN issues and teaching strategies to help all children achieve</p> <p>Knowledge of how to achieve social inclusion, diversity and access through the curriculum</p> <p>Knowledge and understanding of the importance of safeguarding within a school environment</p> <p>Knowledge of person-centred practices.</p>	An understanding of attachment and trauma friendly approaches
Skills	<p>Excellent written and verbal communication skills</p> <p>Strong organisational skills</p> <p>Competent user of ICT to enhance teaching and learning</p> <p>Ability to plan and resource effective interventions to meet the diverse needs of our students, allowing each individual to follow a pathway through school tailored to their needs.</p> <p>To be able to use a variety of strategies to overcome our pupils' barriers to learning</p>	

The ability to form good relationships with pupils and manage the complex SEMH needs of students. The skills to teach the pupils to self-regulate their emotions to create a learning environment conducive to good learning.

Recognise that positive relationships are key to a child's success

Ability to contribute to the design and management of the communication curriculum

Ability to lead change with creativity and innovation

Ability to think strategically, analytically and creatively

Ability to build, model and communicate a vision for the communication curriculum with clear purpose and direction

Ability to model the vision and values of the school

Ability to quality assure the teaching and learning across the communication curriculum subjects and areas

Ability to chair EHCP review meetings

Ability to manage and deploy teaching assistants effectively

Ability to be flexible and remain up to date with key changes within education

The skill to provide effective feedback to staff which enables improvements to their practice

Possess highly effective teaching skills with knowledge of a range of strategies and the ability to coach others

Ability to communicate enthusiasm for the subjects within the cluster and an understanding of the relevance of communication skills.

Professional Attributes	<p>Possess an empathy for students with SEND and their families whilst maintaining high expectations for every learner</p> <p>High professional standards</p> <p>Ability to lead a team and encourage ideas and contributions from others</p> <p>Flexible and able to adapt to changing circumstances</p> <p>Be able to contribute to an open, fair and equitable culture within school</p> <p>Understanding of the need for a personalised curriculum</p> <p>Able to work collaboratively and communicate successfully across all levels of the staff</p> <p>Able to problem solve, maintaining a positive outlook and find sensible solutions to everyday problems that arise.</p>	
Commitment	<p>Ability and keenness to promote the school's positive culture and ethos</p> <p>Ability to create a happy, challenging and effective learning environment where pupils make outstanding progress.</p> <p>Be committed to safeguarding and promoting the welfare of all members of the school community.</p>	
Personal	<p>An appetite and stamina for challenging work, resilience</p> <p>Energy, enthusiasm and a positive outlook</p> <p>Flexibility to teach across school and all sites as and when the need arises.</p>	

Applicants must have an enhanced DBS clearance