

## **Person Specification**

**Post title:** SEND Hub Teacher

### **Essential qualifications and training**

- Qualified Teacher Status (QTS). This is consistently listed as essential in comparable teacher and SEND teacher specifications.
- Evidence of recent professional development relevant to teaching, SEND, safeguarding or inclusion.
- Secure knowledge of safeguarding responsibilities and child protection procedures.

### **Desirable qualifications and training**

- Training in behaviour support, communication approaches or adaptive teaching.

### **Essential experience**

- Successful teaching experience in EYFS and/or Key Stage 1.
- Experience of teaching or supporting pupils with SEND.
- Experience of planning and adapting learning to meet a wide range of needs.
- Experience of working collaboratively with teaching assistants and other professionals.
- Experience of building effective relationships with parents/carers.
- Experience of working in a setting committed to safeguarding children.
- Experience of maintaining calm and effective practice when responding to pupils with distressed or challenging behaviour. SEND teacher specifications commonly require calm behaviour management, flexibility and collaborative working.

### **Desirable experience**

- Experience of writing or contributing to individual plans, provision maps or annual reviews.
- Experience of working with external agencies and multi-disciplinary teams.

### **Essential knowledge**

- Good understanding of child development, early learning and effective teaching in an infant school context.
- Knowledge of the EYFS framework and Key Stage 1 National Curriculum.
- Knowledge of inclusive practice and adaptive teaching for pupils with SEND.
- Understanding of the SEND Code of Practice and the graduated approach.
- Understanding of effective strategies for communication, behaviour support and sensory regulation.
- Knowledge of assessment, recording and reporting requirements.
- Secure understanding of safeguarding, equality, confidentiality and professional boundaries. Similar specifications consistently include safeguarding, SEND understanding, curriculum knowledge and inclusion.

### **Essential skills and abilities**

- Ability to teach engaging, well-structured lessons adapted to meet individual needs.
- Strong behaviour management and relationship-building skills.
- Ability to communicate clearly and sensitively with pupils, families, colleagues and external professionals.
- High standards of planning, organisation and record-keeping.

- Ability to assess progress accurately and use assessment to inform teaching.
- Ability to lead and direct support staff effectively in the classroom.
- Ability to work calmly under pressure and respond flexibly to changing needs.
- Good ICT skills to support teaching, learning and assessment.
- Ability to contribute positively to a team and the wider life of the school.

#### **Personal qualities**

- Patient, nurturing and resilient.
- Reflective and authentically adaptative in teaching approach.
- Willing to learn through research and enquiry led practice.
- Positive, flexible and solution-focused.
- Committed to high expectations and inclusion for every child.
- Calm, consistent and professional.
- Able to maintain confidentiality and act with integrity.
- Compassionate and committed to equality, diversity and safeguarding.
- Strong leadership skills.
- Excellent communication skills.

#### **Other requirements**

- Enhanced DBS clearance and satisfactory pre-employment checks.
- Ability to work within statutory safeguarding guidance and school policies.
- Eligibility to work in the UK where required by the employer.