

 **GREEN LANE PRIMARY ACADEMY**

 **SEMH Base Teacher – Person Specification**

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| **Area**  | **Essential**  | **Desirable**  |
| Qualifications  | * Qualified Teacher Status (A)
* Qualified to degree level (or equivalent) (A)
* GCSE (or equivalent) minimum grade 4 / C in English and maths (A)
* Commitment to on-going professional development (A, I, R)
 | * 2:1 degree classification (A)
* Relevant SEN Qualification (A)
* Thrive Practitioner

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| Experience  | * Excellent classroom practitioner based on recent experience/observations (within the last two years) (A, I, R)
* Substantial and recent experience of working directly with children with special educational needs; (A, I, R)
* Understanding of effective classroom management including lesson planning (A, I, R)
* Understanding the needs of all pupils including SEND (A, I, R)
* Understanding of assessment, recording and reporting of pupils' progress and achievement (A, I, R)
* Experience of working successfully and co-operatively as a member of a team in school (A, I, R)
 | * Experience of working with children with SEMH learning needs (A & I)
* Experience of trauma-informed practice
* Team Teach
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| Knowledge and Skills  | * Knowledge and understanding of the National Curriculum and its implications for children with complex learning difficulties

 (A, I, R)* A clear understanding of SEN (in particular SEMH) and commitment to keeping abreast of developments and innovation in this field (A, I, R)
* Knowledge and understanding of professional standards for teachers (A, I, R)
* Evidence of high calibre teaching (A, I, R)
* A broad and varied range of classroom and behaviour management techniques (A, I, R)
* Evidence and willingness to become fully involved in all aspects of school life (A, I, R)
* Ability to communicate effectively in a variety of situations - both verbal and written (A, I, R)
* Demonstrate initiative and independence (A, I, R)
* Demonstrate the ability to work as part of a team (A, I, R)
* Ability to manage workload effectively (A, I, R)
* Evidence of having capacity to build and sustain effective working relationships with pupils, staff and parents (A, I, R)
* Ability to produce effective SEN support plans
* Ability to contribute to reviews for individual children
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| Additional InformationSafeguarding | * Enhanced safeguarding checks (A)
* Identity and qualification checks (I)
* Recent references (I)
* Willingness to travel between settings to undertake outreach support (A)
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**A – Application Form I – Interview R - References**