

# Kingswode Hoe School

## Person specification

	Essential	Desirable
<b>Training &amp; qualifications</b>	<ul style="list-style-type: none"> <li>✓ Degree level qualification</li> <li>✓ QTS</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Further education qualification(s)</li> <li><input type="checkbox"/> Qualification in an area of SEN</li> <li><input type="checkbox"/> First aid</li> <li><input type="checkbox"/> Minibus licence</li> </ul>
<b>Knowledge &amp; understanding</b>	<ul style="list-style-type: none"> <li>✓ Knowledge of primary and EYFS curriculum and ability to adapt planning to meet the needs of individual pupils</li> <li>✓ Up to date knowledge of teaching strategies for SEN pupils</li> <li>✓ Ability to follow school policies and procedures including Child Protection and Safeguarding</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Experience of directing the work of other adults and leading a team</li> <li><input type="checkbox"/> Willingness to undertake training and development in the field of SEN</li> <li><input type="checkbox"/> Essex STEPS</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>✓ Evidence of exciting, creative and engaging teaching and learning</li> <li>✓ Evidence of recent successful mainstream or special school teaching experience with primary SEN pupils</li> <li>✓ Able to build positive relationships with pupils</li> <li>✓ Evidence of effective behaviour management including de-escalation</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Experience with SLD pupils in mainstream or SEN provision</li> </ul>
<b>Characteristics and competencies</b>	<ul style="list-style-type: none"> <li>✓ Able to communicate effectively with parents, carers and fellow professionals</li> <li>✓ Enthusiasm, determination and drive to inspire others to achieve high standards</li> <li>✓ An appetite and stamina for challenging work</li> <li>✓ A positive, solution-focused mind-set and determined 'no-excuses' approach to raising standards</li> <li>✓ Calm approach focused on achieving the best outcomes for pupils</li> <li>✓ Commitment to ongoing professional development and ability to reflect, learn and improve own practice</li> <li>✓ Resilience and professionalism</li> </ul>	

### Expectations

The successful candidate will be part of a highly experienced team. They will be expected to contribute to this team and be able to work collaboratively with a range of adults across the whole school. It is expected that all teachers become involved in the work of the SEAX Multi-Academy trust and partnerships with other schools. All staff are expected to take part in CPD activities and support extra curricula activities at lunchtime and after school.

Kingswode Hoe School is part of the SEAX multi-academy trust  
SEAX Trust company number 07747149

*What we plant today, we grow tomorrow...*

