



Academic Leader - Learning Hub (SEND Provision) Personal specification / Selection criteria

Job Requirements	Status of Criteria		Method of Assessment		
	Essential	Desirable	Application	Interview/task	Reference
TRAINING AND QUALIFICATIONS					
Qualified teacher status	✓		✓		
Relevant Degree	✓		✓		
Post graduate or appropriate further qualification in a specialist area of SEN to Diploma Level or higher		✓			
A minimum of 3 years teaching experience in either primary or secondary settings	✓		✓		✓
FAITH, ETHOS AND COMMITMENT					
Demonstrate a clear support for the Catholic ethos of the school	✓		✓	✓	
Commitment to spiritual life of St Bede's	✓			✓	
Commitment to extra curricular activities	✓			✓	
Practising Catholic		✓	✓	✓	
Model the core values and mission of the school	✓			✓	
TEACHING AND MANAGEMENT EXPERIENCE					
Highly effective classroom teacher who can lead by example	✓			✓	✓
Demonstrate competence in current teaching methodologies including the use of appropriate technology	✓			✓	✓
Excellent knowledge of phonics and effective reading and writing schemes of work.	✓		✓	✓	
An understanding of other core subject areas and/or a commitment to developing knowledge across the phases.	✓				
Successful teaching experience with SEN students	✓		✓	✓	
Experience of successfully using Assessment for Learning strategies to support planning, teaching and assessment	✓		✓	✓	
Experience of successfully adapting and developing appropriate assessment procedures for SEND students	✓		✓	✓	
High quality teaching skills appropriate to mixed ability classes		✓	✓		



PROFESSIONAL KNOWLEDGE AND UNDERSTANDING					
Demonstrate a sound understanding of the National Curriculum requirements	✓		✓	✓	
Highly skilled in behaviour management and behaviour for learning	✓		✓	✓	
Competence in the use of IT relevant to the post	✓		✓	✓	
Able to analyse and evaluate curriculum data and knowledge of interventions to fill gaps		✓		✓	
Demonstrate a clear understanding of Child Protection procedures and a commitment to promoting and safeguard the welfare of children	✓			✓	✓
Evidence of promoting, implementing and monitoring equal opportunities across all aspects of the school	✓		✓		

PERSONAL CHARACTERISTICS					
Able to form appropriate relationships with students through positive discipline	✓			✓	✓
Able to form professional relationships with other staff	✓			✓	✓
Able to work to deadlines	✓				✓
Ability to communicate effectively with departmental staff	✓			✓	✓
Ability to communicate effectively with parents/carers verbally & in writing	✓		✓	✓	
Ability to liaise effectively with relevant outside agencies		✓	✓		
Listen to and reflect on feedback	✓				✓
Maintain confidentiality	✓				✓
Possess a good health and attendance record	✓				✓ (post offer)