

Note to applicants

Whilst all criteria below are important, those under the Essential heading are the key requirements. You should pay particular attention to these areas and provide evidence of meeting them.

Essential criteria

MOA*

Necessary Requirements – Skills, Knowledge, Experience etc

1.	Qualified Teacher Status	A
2.	Evidence of continuing and recent professional development	A
3.	Proven track record of outstanding teaching in any Key Stage	A, I
4.	A proven track record of raising attainment	A, I
5.	Evidence of outstanding leadership and management experience including leading and implementing initiatives	A, I
6.	An excellent understanding of current theory and best practice in teaching and learning, particularly related to SEND and pupil progress	A, I, P
7.	Experience of working with a range of external agencies as part of a multidisciplinary approach.	A, I
8.	Ability to work effectively under pressure, to prioritise appropriately and to meet deadlines	I, A
9.	Personal attributes <ul style="list-style-type: none">• Self-confidence• Approachability• Accessibility• Flexibility• reliability• sense of humour	A, I
10.	Up to date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people and demonstrate an understanding of safeguarding issues and the ability to follow procedures	A, I,

11.	Good ICT skills and experience in using ICT as a learning and management tool	A
12.	Experience of using pupil attainment and tracking databases including reporting to stakeholders and SLT	A, I
13.	Good understanding of effective strategies for gaining and maintaining high standards of behaviour at whole school level, in accordance with the school's policy	A, I,
14.	A commitment to the development of personalised learning programmes	A, I
Desirable Criteria		
Necessary Requirements – Skills, Knowledge, Experience etc.		
1.	Additional SEND qualifications including SENDCo qualification	A
2.	Experience of collaborative learning with other schools or outreach working	A, I
3.	Experience in planning and delivering effective staff training programmes	A, I
4.	Experience of teaching in more than one school setting and/ or phase	A
5.	Understanding of Early Childhood Trauma/ Adverse Childhood Events and impact on child development	A, I
6.	Willingness to undertake additional CPD around mental health, ACEs/ Trauma Informed practice, behaviour de-escalation and supporting children to self-regulate	A, I
7.	Willingness to be involved in life of school and wider community through after school clubs, Forest Schools and outdoor provision, educational visits, community events	A, I
8.	Recent training on coaching and/or mentoring and an ability to act as an effective mentor/ coach to other staff	A
9.	Experience of being Designated Lead for Safeguarding	A
10.	Experience of being a designated teacher for CLA/ LAC or SENDCo	A

Method of assessment (* M.O.A.)

A = Application form, **I** = Interview, **P** = Presentation, **T** = Task,