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| **Essential** | **Desirable** |
| QUALIFICATIONS |  |
| Qualified Teacher status | Teaching experience, especially with pupils with SEND |
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| TEACHING |  |
| Enthusiasm, flexibility, a commitment to high quality education and good teaching skills  An interest in working with pupils across the whole spectrum of needs.  A commitment to developing inclusive practice – both within the school and with other schools. | Participation in, or development of, inclusive work, including with partners. |
| Ability to co-ordinate the school’s work in one or more subject areas and/or area of SEND. | Strengths in understanding ASD (autism spectrum disorder) and communication and interaction needs. |
| Knowledge of professional standards for teaching. | Awareness of current position in relation to the standards. |
| An understanding of and commitment to the principles of the Equality Act (2010) and the SEND Code of Practice (2014), and the ability to apply them to strategic work and day-to-day situations. |  |
| Ability to plan, assess, record and implement individualised learning programmes for children. | Evidence of work undertaken. |
| Understanding of outcomes, academic, emotional and social and enrichment achievement. |  |
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| TEAMWORK |  |
| Ability to work as part of a team and to contribute to the strong ethos within a school and a class. |  |
| Ability to lead and motivate other staff, and to be responsible for co-ordinating the work of the class towards a common goal. | Evidence of having carried out similar work in current or previous post(s) |
| Excellent communication skills – both written and verbal  Good IT skills | Evidence of such – e.g. qualification in IT |
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| CPD |  |
| Candidates should evidence their own professional development programme over recent years. | Professional development in areas related to the post. |
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| SAFEGUARDING |  |
| Commitment to safeguarding children and Child Protection; knowledge of how to work appropriately with children; knowledge of actions to be taken where there are concerns.  Up-to-date DBS check |  |
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