

	Essential	Desirable	Measure
EXPERIENCE	<ul style="list-style-type: none"> Undertaken regular and substantial professional development. Awareness & understanding of current issues and trends in education of students with SEND Excellent Interpersonal and Communication Skills Understanding of issues involved in the management of change A commitment to inclusive practice Commitment to developing partnerships with parents and the wider community 	<ul style="list-style-type: none"> Additional Qualification in the education of SEN students. Substantive experience of teaching pupils with SEN A full driving licence A willingness to support residential activities Teaching Experience in cross phases Experience working with ASD/PMLD learners Subject leadership Managing a team of support staff 	App. Int. Ref.
EDUCATION, TRAINING AND QUALIFICATION	<ul style="list-style-type: none"> Knowledge of curriculum Qualified teacher status 	Has or is willing to work towards achieving an additional qualification in the education of students with SEN.	App. Int. Ref.
SKILLS AND KNOWLEDGE	<ul style="list-style-type: none"> Demonstrated evidence of at least good delivery Good decision making skills. Ability to investigate, solve problems and make decisions Good communication skills: ability to plan time effectively and prioritise High standard of literacy Ability to manage the learning environment so that it is conducive to effective teaching. Ability to manage LSA's effectively and provide them with guidance Ability to inspire pupils and staff Ability to guide, reassure and inspire parents Ability to work effectively with external specialists Ability to use assessment procedures effectively through understanding/effective subject knowledge 	<ul style="list-style-type: none"> Midas trained or willingness to complete Midas test (Mini bus certification) Makaton trained or willingness to complete training Teamteach trained or willingness to complete training Additional SEN qualification 	App. Int. Ref. Task.
PERSONAL QUALITIES	<ul style="list-style-type: none"> Display commitment to and awareness of personal responsibility for safeguarding and welfare of students. Values and respects the views and needs of students. Respects and values diversity. Sense of humour Flexibility Emotional resilience 		App. Int. Ref.
WORKING ARRANGEMENT	Willingness to undergo an enhanced DBS disclosure and associated checks	<ul style="list-style-type: none"> Willingness to be a member of the Governing Body Willingness to be a member of our school PTA Willingness to support extra-curricular opportunities including residential 	App. Int. Ref.