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|  | **Minimum Essential Requirements** | **How Identified** |
| **Education & Qualifications** | * Educated to Degree level or equivalent.
* Qualified Teacher status.
 | Application Form |
| **You must have a proven track record in and the ability to:** | * Evidence of having the skills to be an outstanding/good classroom practitioner.
* Ability to teach across the full age/ ability range
* Ability to implement strategies to raise achievement within a team
* Ability to contribute to the positive management of student behaviour within a team and whole school
* CPD of self and others
* Ability to inspire both adults and young people from a wide variety of backgrounds
* Excellent communicator
* Confident user of ICT
* Intervention strategies for those at risk of under achievement
* Experienced in the production of bespoke schemes of work and effective lesson planning
* Sound practitioner of AFL and leading others.
* Use and impact of data on learning at strategic level
* Contributing to staff CPD
 | Application Form and ReferencesInterview  |
| **Skills** | * Effective teamwork/leadership which includes the empowerment of others
* Experience of monitoring set targets in a specified action plan to evaluate and ensure progress
* Experience of effective impact on a range of student behaviours for learning
* Recent and successful experience in challenging circumstances in secondary education
* Effective practitioner at both KS3 and KS4
* To have a thorough and up to date understanding of the SEN Code of practice
* To have a high degree of emotional intelligence and apply this in day to day practice with young people and their families
* To be committed to building supportive resilient developmental relationships with vulnerable children, some of whom will display challenging behaviour
* To have an understanding of SEND as a cross departmental issue and how this will affect day to day practice in a range of areas
* To practice empathy, diplomacy and understanding in supporting the cross curricular work of the department
* To keep up to date with research and developments in pedagogy in SEN and draw any necessary adaptations and developments to the SENCO’s notice if appropriate
 | Application form, Interview and references |
| **Personal Characteristics** | * To have a love of and infectious enthusiasm for teaching
* Lead by example
* Meet deadlines and manage a fluctuating workload
* Honesty and integrity
* Work actively and productively as part of a team
* Outstanding interpersonal skills and the ability to relate well to a wide range of people
* Willingness to innovate
* Strategic thinker
* Ability to support and challenge others
* Optimism
* Willingness to engage students outside of hours
* A high degree of confidentiality and the ability to effectively share sensitive information to a wide range of audiences
* A determination for self and others to be the best you can
 | Interview and references |
|  | **Desirable Requirements** |  |
|  | * National Award for SEN Co-ordination / willing to work towards qualification
* Coaching within a team
* Track record of leading the raising of achievement and attainment.
* Experience of writing an action plan
* Assisting with the implementation and development of curriculum initiatives and the Secondary Strategy
* Supporting the practice development of other teaching or support staff
* To have awareness of the significant national SEND changes as and when they occur
* To practice effective multi-agency working
* To have experience of conducting SEN assessments such as reading & spelling tests, cognitive ability etc
* To have experience of interpreting the results of specialized SEN assessments or outside agency reports and communicating these to relevant staff, advising of changes required
 | Application form, Interview and references |
| **You must also:** | * Be willing to undertake training as required
* Have excellent attendance and punctuality (assessed once a conditional offer of employment is made)
* An understanding of and commitment to Equal Opportunities and the ability to apply this to strategic work and day to day situations.
* An appropriate understanding of child protection and school behaviour management policies.
* A commitment to promote and support the school’s ethos for staff wellbeing for staff and students
 | Interview and references |