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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 References  Interview |
| **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 |