

	JOB REQUIREMENT	Essential	Preferred	* How assessed
Qualifications, knowledge and experience	Honours degree in relevant specialism.	√		A
	QTS or working towards QTS (which must be attained before the start date).	√		A
	Member of appropriate professional bodies.		√	A
	Willingness to complete the National Award for Special Educational Needs Coordination (NASENCo) qualification/NPQ for SENCOs	√		A & I
	Experience of working with students with SEND and EAL	√		A & I
	Knowledge of school improvement and effectiveness strategies including the process of school self-evaluation and strategies for raising standards		√	I
	Knowledge and understanding of how to use research and evidence effectively to improve subject teaching and curriculum.		√	I
	Experience of working with children who have unique and challenging requirements in order to support improvements to their lives	√		A & I
	Experience of developing a disciplined enquiry approach to teacher performance development	√		I
	Evidence of excellent classroom practice	√		A & I
Personal and interpersonal	Deciding and initiating action Makes prompt; clear decisions which may involve tough choices or considered risks; takes responsibility for actions, teaching and student experience; takes initiative; acts with confidence and works under own direction; initiates and generates activity.	√		I
	Adhering to principles and values Upholds ethics and values; demonstrates integrity; values learning, not only for purpose, but for its own sake; believes in the limitless potential of people and strives for distinction and high achievement in everything they do; aspires to consistently perform at their best and inspires students to always do their best; promotes and defends equal opportunities; encourages individual responsibility for achieving challenging goals.	√		I
	Applying Expertise & Technology Applies specialist and detailed technical expertise; develops knowledge and expertise through continual professional development; shares expertise and knowledge with others; uses technology to achieve work objectives.	√		I & T
	Presenting & Communicating Information Speaks clearly and fluently; expresses opinions, information and key points of an argument clearly; makes presentations and undertakes public speaking with skill and confidence; responds quickly to the needs of an audience and to their reactions and feedback; projects credibility.	√		I & T
	Coping with pressures and setbacks Works productively in a pressurised environment; keeps emotions under control during difficult situations; balances the demands of a work life and a personal life; maintains a positive outlook at work; seeks and responds well to feedback and learns from it.	√		I & T

	Achieving goals Accepts and tackles demanding goals with enthusiasm; works hard; identifies development strategies needed to achieve goals and makes use of developmental or training opportunities; seeks to set and achieve stretching goals, aspiring to greater levels of performance and attainment for students and self.	v		I
Child Protection	A commitment to the responsibility of safeguarding and promoting the welfare of young people.	v		I
	Enhanced DBS disclosure (<i>to be completed by preferred candidate following interview</i>).	v		C
	Willingness to undertake safeguarding training when required.	v		I

* A = application form, C = clearances, I = Interview, T = task