

Person specification

Criteria	Essential qualities	Desirable qualities
Qualifications and training	<p>Degree</p> <p>Qualified Teacher Status</p> <p>National Award for SEND Co-ordination</p>	<p>Completion of training within trauma informed practice</p>
Experience	<p>Teaching experience: A minimum of 4 years</p> <p>Experience of conducting training/leading INSET</p> <p>Experience of working at a whole-school level</p> <p>Involvement in self-evaluation and development planning</p> <p>Experience of working with and alongside external agencies</p> <p>Experience of conducting training/leading INSET</p> <p>Experience of assessment and tracking of pupil progress data</p>	<p>Working with children affected by trauma</p> <p>Experience of learning and managing a team</p> <p>Demonstrable success in working with Governors and local community</p>
Skills and knowledge	<p>Sound knowledge of the SEND Code of Practice</p> <p>Understanding of what makes 'quality first' teaching, and of effective intervention strategies</p> <p>Ability to plan and evaluate interventions</p> <p>Data analysis skills, and the ability to use data to inform provision planning</p> <p>Effective communication and interpersonal skills</p> <p>Ability to build effective working relationships</p> <p>Ability to influence and negotiate</p> <p>Good record-keeping skills</p>	
Personal qualities	<p>Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school</p> <p>Commitment to equal opportunities and securing good outcomes for pupils with SEND</p> <p>Ability to work under pressure and prioritise effectively</p> <p>Commitment to maintaining confidentiality at all times</p> <p>Commitment to safeguarding and equality</p> <p>Able to work well as part of a team</p>	