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|  | Essential | Desirable |
| Qualifications | * Qualified Teacher Status * Degree | * Degree - linked to education/SEND/child development * SEND qualification – or the desire to train * Masters Degree |
| Experience | * Previous experience of working with SEND, PP and other vulnerable groups in a primary setting * Proven record of success in terms of improved standards * Experience in DSL Role | * Experience of liaising with a range of external agencies and professionals * Experience of teaching across the full primary age range * Experience of tracking system for SEND (e.g. Bluehills) * Experience of safeguarding system software (e.g. CPOMS) |
| Knowledge | * Able to demonstrate an up to date understanding of: * The SEND Code of Practice and other recent developments and legislation * The statutory framework, including the new Children and Families Bill * Child development * Up to date understanding of the Equality Act 2010 | * How intervention strategies can be used effectively to accelerate children’s progress |
| Skills | * The ability to work with a team towards common goals * To set high standards and consistently model good practice * Management skills in respect of information and the use of performance data; finance and resources; and people management including delegation; and monitoring and evaluation of performance * To use data to monitor the impact of interventions * To command credibility and use expertise to influence others * The ability to communicate effectively with a range of stakeholders * High level of ICT skills, to support learning and to carry out administration | * The ability to carry out self-evaluation and to use this to inform whole school improvement planning * The ability to monitor cost and effectiveness of provision, including interventions and deployment of staff * Proven teaching skills, evidenced by measureable impact on pupils’ progress and the ability to coach others and share good practice * Proven consultation and negotiation skills |
| Attributes | * Enjoy working with young people and have a drive to make a difference in their lives * Ability to effectively manage time and resources effectively * Ability to achieve challenging professional goals * Evidence of a commitment to equality of opportunity and social inclusion * Commitment to ensuring that safeguarding policy and procedures are adhered to at all time * Ability to maintain a healthy work/life balance | * Determination to further develop career |
| Other | * Can maintain a very positive and professional attitude in all situations at all time |  |