|  |  |  |
| --- | --- | --- |
|  | 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
 |  |