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| **Qualifications** | **Essential** | **Desirable** |
|  | Qualified Teacher StatusExperience of teaching in a non-selective school. | Holder of the National Award for SEND CoordinationEvidence of participation in professional development or further study.Other recognised qualificationsAchieved or working towards a middle leadership qualification |
| **Skills and abilities** |
| *Teaching Skills* | Ability to motivate, challenge and inspire our students to make great progress in their knowledge, understanding and skillsStrong classroom practitionerWillingness to learn, develop and share skillsHigh expectations of all studentsAbility to teach within specialist area. | Evidence of highly effective classroom practiceAbility to teach outside of specialist areaGood knowledge of the SEN Code of Practice |
| *Communication Skills* | Ability to communicate sensitively, imaginatively and effectively with young people.Ability to communicate effectively with parents, to represent the school clearly and positively and feedback information as appropriate. | Ability and experience of communicating effectively with colleagues in other schools |
| *Leadership Skills* | Ability to understand and use assessment data to improve student achievementKnowledge and understanding of the factors that impact on students’ progressSome knowledge of effective intervention strategiesAn ability to lead other staff in order to improve outcomes for students with SEND | Experience of using intervention strategies effectivelyExperience of having led other staff in an educational or school initiativeEvidence of innovative practiceEvidence of successful change management |
| *Interpersonal Skills* | Ability to work closely with individual students and their familiesAbility to work independently and as an integral member of a team (listening, being open to discussion, valuing contributions of others).Good skills in liaising with associate staff, and professionals outside School. | Ability and experience of working collaboratively and successfully with colleagues in other schools |
| *Administrative Skills* | Ability to plan sequences of lessons, organise time and resources. |  |
| *IT Skills* | Ability to use IT effectively as an integral component to the role | Commitment to developing IT skills in relation to aspects of the role. |
| **Personal Attributes** |
| *Personal Qualities* | Enthusiastic and determined and able to work under pressure and recognise and manage stress.Have flexibility, sensitivity and tact |  |
| *Professional Development* | Demonstrable commitment to own professional development and learning | Commitment to contribute to the professional development and learning of others. |
| *Ethos* | Demonstrable commitment to promoting the safety and wellbeing of children and young peopleTotal commitment to upholding the core values of the school (Every Child, Every Step, Every Day) | Commitment to contribute to enrichment activities across the school. |
| *Equal opportunities* | Commitment to providing equality of opportunity for all students. |  |