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| **Qualifications** | **Essential** | **Desirable** |
|  | Qualified Teacher Status  Experience of teaching in a non-selective school. | Holder of the National Award for SEND Coordination  Evidence of participation in professional development or further study.  Other recognised qualifications  Achieved 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 skills  Strong classroom practitioner  Willingness to learn, develop and share skills  High expectations of all students  Ability to teach within specialist area. | Evidence of highly effective classroom practice  Ability to teach outside of specialist area  Good 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 achievement  Knowledge and understanding of the factors that impact on students’ progress  Some knowledge of effective intervention strategies  An ability to lead other staff in order to improve outcomes for students with SEND | Experience of using intervention strategies effectively  Experience of having led other staff in an educational or school initiative  Evidence of innovative practice  Evidence of successful change management |
| *Interpersonal Skills* | Ability to work closely with individual students and their families  Ability 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 people  Total 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. |  |