

Personal attributes required based on Job Description <i>Essential requirements are those without which an applicant will not be considered for appointment.</i>	Essential (E) Or Desirable (D) Criteria
Qualifications: <ol style="list-style-type: none"> 1. Qualified Teacher Status 2. Qualified to degree level 3. National Professional Qualification for SENDCo completed, underway or a willingness to begin to complete on appointment. 4. Certificate of Competence in Educational Testing and Access Arrangements Course completed or a willingness to complete within 12 months of appointment. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>
Experience: <ol style="list-style-type: none"> 1. At least 2 years successful teaching experience in either a primary, secondary or all through mainstream setting. 2. Experience of raising attainment of SEND students and curriculum/programme of study design for SEND students. 3. Experience of teaching a broad ability range of students including children with EHC and/or/complex needs 4. Experience of middle leadership. 	<p>E</p> <p>E</p> <p>E</p> <p>D</p>
Knowledge and Understanding: <ol style="list-style-type: none"> 1. Detailed knowledge of curriculum and current developments relevant to SEND 2. Comprehensive knowledge of SEND needs, legislation and responsibilities under the SEND code of practice. 3. Able to effectively use data to set targets, monitor and raise standards. 4. Solid understanding of issues related to the national curriculum 	<p>D</p> <p>D</p> <p>E</p> <p>E</p>
Skills and Abilities: <ol style="list-style-type: none"> 1. Excellent communication skills, both verbal and written, with the ability to negotiate and consult tactfully and effectively; to achieve desirable outcomes which include the ability to articulate and lead the vision for SEND/inclusion. 2. Excellent ability to make well-judged decisions based upon accurate analysis and interpretation of appropriate data or information. 3. Strong resilience to operate in a challenging environment. 4. Readiness to seek and respond to advice and guidance. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>

5. Excellent collaborative working skills to perform effectively as part of the wider team of the Fylde Coast Academy Trust.	E
6. Expert and robust people management and leadership skills, to lead by example.	E
7. Determination to promote equality of opportunity throughout all aspects of academy life.	E
8. Ability to set, expect and monitor excellent standards.	E
9. Strong ability and drive to achieve challenging personal and organisational goals.	E
10. Positive outlook, good sense of humour	E
Other Attributes	
1. Evidence of having undertaken recent and relevant continuous professional development and to demonstrate the impact of this in work practice.	E
2. A commitment to career progression beyond this role.	D