**Teacher of Students with Complex Special Educational Needs**

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|  | **Essential** | **Desirable** | **Evidenced by A, I, T** |
| **Qualifications and experience** |
| Qualified Teacher Status (or equivalent) | **✓** |  | A |
| Relevant Degree | **✓** |  | A |
| Evidence of commitment to continuing professional development | **✓** |  | A I |
| Relevant experience of employment or placement in Education | **✓** |  | A |
| Use ICT effectively and creatively to enhance learning  | **✓** |  | A I T |
| Experience of data entry and extraction i.e. student data | **✓** |  | A I |
| Involvement in and organisation of wider school activities, including extra-curricular activities  | **✓** |  | A I |
| Experience of working in a multi-cultural setting |  | **✓** | A I |
| Knowledge of recent initiatives and issues in education |  | **✓** | I |
| **Knowledge and skills** |
| Ability to teach English across the age range of KS3 to KS5 | **✓** |  | A T |
| Knowledge of effective teaching, learning and assessment methods | **✓** |  | A I T |
| An understanding and ability to set realistic and challenging targets and be able to assess and review progress | **✓** |  | I T |
| The ability to promote good progress and outcomes for pupils | **✓** |  | T |
| Ability to communicate effectively with pupils, colleagues and parents/carers | **✓** |  | I A T |
| Demonstrable ability to problem solve and focus on identifying and acting on solutions | **✓** |  | I T |
| Demonstrable ability to prioritise | **✓** |  | I T |
| Ability to manage behaviour effectively | **✓** |  | I T |
| Ability to work within school-based systems and specified timelines | **✓** |  | A I T |
| Knowledge of SIMS management information system |  | **✓** | A I |
| **Personal qualities** |
| Excellent interpersonal skills with the ability to maintain strict confidentiality | **✓** |  | I |
| Ability to work calmly under pressure | **✓** |  | I T |
| Ability to communicate clearly orally and in writing | **✓** |  | A I T |
| Confident, polite and friendly manner | **✓** |  | I |
| Good organisational and time management skills | **✓** |  | I T |
| Enthusiasm and commitment to teaching | **✓** |  | A I T |
| Ability to embrace innovation and change | **✓** |  | A I |
| Ability and willingness to contribute to whole school improvement programmes | **✓** |  | I  |
| Able to follow direction and work in collaboration with the leadership team | **✓** |  | I T |
| Able to work flexibly, adopt a hands-on approach and respond to unplanned situations | **✓** |  | A I T |
| Commitment to the highest standards of child protection and safeguarding | **✓** |  |  I  |

A=Application I=Interview T=Task