

CRITERIA	ESSENTIAL QUALITIES	DESIRABLE QUALITIES	HOW IDENTIFIED
QUALIFICATIONS & TRAINING	<ul style="list-style-type: none"> • Qualified Teacher Status • National Award for SEN Co-ordination, or a willingness to complete it within 3 years of appointment 	<ul style="list-style-type: none"> • Evidence of further training or professional development relating to SEND & attachment aware practice 	Application Interview
EXPERIENCE	<ul style="list-style-type: none"> • Experience and success of working at a whole school level • Successful teaching experience in both key stages/Foundation stage • Involvement in self-evaluation and development planning • Experience of conducting training/leading INSET 	<ul style="list-style-type: none"> • Experience of managing SEND provision • Experience of managing staff • Experience of using Provision Map 	Application Interview
SKILLS, KNOWLEDGE & ABILITIES	<ul style="list-style-type: none"> • Sound knowledge of the SEND Code of Practice • Understanding of what makes 'quality first' teaching, and of effective intervention strategies • Secure knowledge & understanding of Autism and supportive practice • Ability to plan, monitor and evaluate interventions • Data analysis skills and the ability to use data to inform provision planning • Effective communication and interpersonal skills • Ability to build effective working relationships • Ability to influence and negotiate • Good record-keeping skills 	<ul style="list-style-type: none"> • Experience of input into financial monitoring and decision making 	Application Interview
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school • Commitment to equity, inclusion and securing good outcomes for pupils with SEN or disabilities • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equity • Ability to liaise with parents, Governors and external agencies effectively • Interest in developing innovative practice 		Application Interview