

| ATTRIBUTES | ESSENTIAL | DESIRABLE | HOW IDENTIFIED |
|--------------------------------------|---|--|---|
| QUALIFICATIONS & TRAINING | <ul style="list-style-type: none"> Qualified Teacher Status | <ul style="list-style-type: none"> Evidence of further training, experience or professional development relevant to special education needs e.g. Attention Autism/PMLD/TEACCH | Application |
| EXPERIENCE | <ul style="list-style-type: none"> Teaching experience in Early Years & Key Stage 1 Experience of planning and delivering the Early Years and National Curriculum Experience of teaching pupils with a wide range of Special Educational Needs Experience of working alongside and leading the work of other adults within the classroom | <ul style="list-style-type: none"> Experience in Key Stage 2 Experience of teaching mixed age classes Experience of completing the foundation stage profile Experience of providing strategies for primary age pupils with severe and/or complex learning needs | Application Teaching Observation |
| KNOWLEDGE & UNDERSTANDING | <ul style="list-style-type: none"> Thorough knowledge of expectations in the Early Learning Goals Working knowledge of effective assessment for learning strategies Current knowledge of education practice/legislation linked to SEND Understanding of how children learn differently and the ability to use a range of teaching & learning techniques to enable all pupils (including those with SEND) to make good progress Able to teach within a bespoke curriculum | <ul style="list-style-type: none"> Knowledge of how to use formative and summative information to analyse the performance of pupils and to set targets Understanding of attachment Knowledge of the EHCP process Insights into sensory regulation and processing | Application Interview Teaching Observation |
| SKILLS AND ABILITIES | <ul style="list-style-type: none"> Proven successful, positive behaviour management strategies with challenging pupils Ability to make learning engaging, and accessible for all children Ability to secure high standards of pupil achievement and personal development in the Early Years Foundation Stage Ability to work as a member of a team Skill in promoting children's independence and creativity Willingness to be involved with or provide extra-curricular activities Ability to foster positive relationships with the whole school community | <ul style="list-style-type: none"> Interest in developing innovative practice | Application Interview Teaching Observation References |
| PERSONAL QUALITIES | <ul style="list-style-type: none"> Highly flexible and able to use initiative Self-motivated, adaptable and committed to achieving high standards Commitment to equity and inclusion Enthusiasm and commitment to the school vision & ethos Proactive in seeking opportunities to develop own professional practice | | Application Interview References |