

	Essential	Desirable	Evidence Source
Qualifications	<ul style="list-style-type: none"> • Qualified teacher status • Willingness to undertake the National Award for SEN Co-ordination. 	<ul style="list-style-type: none"> • Hold the National Award for SEN Co-ordination and/or other specialist qualifications 	<ul style="list-style-type: none"> • Application Form • Certificates
Knowledge and Experience	<ul style="list-style-type: none"> • Successful experience of teaching across the primary age range • An understanding of current initiatives that relate to our provision for children with SEND. • Committed to providing excellent provision for all pupils and achieving high standards of pupil progress • Experience in leading in SEND, including identification of pupil needs, monitoring and evaluating pupil achievement • A teacher with a record of consistently successful classroom practice 	<ul style="list-style-type: none"> • Successful experience of teaching in more than one phase (Early Years/KS1/ KS2) • Experience as part of a leadership team • Experience of managing a budget • Proven ability in leading staff teams / school improvement projects and measuring progress 	<ul style="list-style-type: none"> • Application Form • Reference • Lesson Observation • Interview
Professional Skills and Abilities	<ul style="list-style-type: none"> • Ability to implement strategies for raising achievement for pupils with SEND. • Confidence, clarity and decisiveness in making and carrying out decisions • Ability to work cooperatively and collaboratively as a leader and team member • Excellent people skills; motivating, inspiring, and challenging adults • Outstanding communicator; building trust and confidence with parents and staff 	<ul style="list-style-type: none"> • Experience in managing non-teaching staff e.g. TAs • Experience of coaching/mentoring/ supporting colleagues • Experience of leading and supporting CPD 	<ul style="list-style-type: none"> • Application Form • Reference • Interview

Professional Ethos and Commitment	<ul style="list-style-type: none"> • A commitment to the values and ethos of our school • A sound understanding of SEND Code of practice and its implications • A strong commitment to meet the learning and emotional needs of every child • A commitment to safeguarding and child protection • High expectations for self and others and a strong commitment to raising achievements 	<ul style="list-style-type: none"> • Awareness and willingness to be involved in partnerships that support school and agencies • Willingness to become involved in all aspects of school life e.g. after school clubs / community 	<ul style="list-style-type: none"> • Application form • Reference • Interview
Personal Qualities	<ul style="list-style-type: none"> • An innate ability to demonstrate a caring and nurturing attitude whilst maintaining professional boundaries • Excellent interpersonal skills, resilience and tact • Ability to set and work to deadlines • Ability to remain positive in challenging situations and retain a sense of humour • Be committed to own personal development, whole school development and the raising of standards 	<ul style="list-style-type: none"> • An up to date knowledge of educational reforms and research • A willingness to develop personal qualities and professional qualifications 	<ul style="list-style-type: none"> • Application Form • Interview • Reference • Enhanced disclosure