This specification describes the qualifications, skills and personal qualities needed by the successful applicant for the post.

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualifications** | * Relevant degree * Qualified Teacher Status | * Evidence of further study * National Award for SEN Coordination or desire to achieve qualification. * Member of the British Dyslexia Association * Professional accreditation for teaching and assessing children with SPLD |
| **Knowledge and Experience** | * Knowledge of the SEN Code of Practice, assessment procedures and the allocation of support and resources * Knowledge of differentiation across curricular areas in order to meet the needs of all students * Awareness of Local Authority procedures and support services * Awareness of examination access arrangements * Positive record of continuous professional development | * Delivery of training with regard to SEN or differentiation * Experience of chairing of meetings with multiple interest groups |
| **Abilities and aptitudes** | * The ability to support colleagues working with students with learning difficulties to achieve excellent standards of work and conduct in the classroom * The ability to lead a team of support staff to ensure the highest standards are achieved across the department to enable students to progress * Outstanding communication with staff at all levels * Excellent organisation and ICT skills * The ability to monitor and evaluate practice within the department to ensure the effective implementation of Departmental Development Plans, Performance Management and initiatives | * The ability to support whole school development on aspects of Special Educational Needs * The ability to teach intervention groups * A proven track record of raising achievement for SEN students |
| **Educational Vision and Values** | * A commitment to work in a Christian community and to support the School’s ethos, including leading, organising and contributing to daily acts of worship * Commitment to inclusion |  |
| **Personal Qualities** | * Personal integrity and sensitivity * An enthusiasm to inspire students and their parents/carers * Meet the Fitness to Teach standard | * Innovative * A good sense of humour |