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

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|  | **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
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| **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
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| **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
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| **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
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| **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
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