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|  | Essential | Desirable | Where identified |
| QUALIFICATIONS & TRAINING | Well-qualified graduate with an appropriate degree. | Evidence of further relevant substantial professional development such as work towards a higher degree or professional development (eg. NPQSL)Qualified SENCo OR willingness to earn the qualification. | Application |
| Qualified Teacher Status. |
| Record of engaging with professional development in a sustained way.  |
| EXPERIENCE | A track record of successful teaching across the age and ability range. | Proven track record of excellent examination results. | Application, references and interview |
| Significant middle or senior leadership responsibility.Successful contribution to inclusion within a school.Experience of working with SEND students. | Leadership of professional development activities at faculty or whole school level. Experience of leading a faculty or year group.  |
| KNOWLEDGE & UNDERSTANDING | Excellent understanding of inclusive approaches to raising achievement for all and overcoming barriers to learning.Knowledge of the latest developments in pedagogy.Understanding of what constitutes high quality teaching & learning for SEND students.Understanding of strategies to secure whole school improvement. | Understanding of current research on raising the achievement of SEND students. | Application, references and interview |
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| SKILLS & ABILITIES | At least good (preferably outstanding) classroom teaching skills.Accurate and insightful analysis of learning and progress data.Ability to think and plan strategically.Ability to command the respect of students and staff.Ability to hold others to account for their performance and to bring about improvements where needed. Ability to communicate clearly and persuasively.The capacity to build and lead a high-performing team.High order organisational skills & the ability to work effectively under pressure. |  | Application, references and interview |
| PERSONAL QUALITIES | Empathy with students and a commitment to promoting their interests |  | Application, references and interview |
| A “can do” attitude, with the resilience needed to overcome challenges and obstacles.Energy, imagination and a determination to succeed. |  |
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| The ability to deal with people tactfully, fairly and with sensitivity. |  |
| A sense of humour. |  |