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|  | **Essential Criteria** | **Desirable Criteria** | **Method of Assesment** |
| **Qualifications** | * Graduate * Qualified Teacher | * Specialist training/experience in Special Needs | * Graduation certificate(s) * Registration with the GTC * Accreditation details |
| **Experience** | * Experience with peer appraisal and lesson observations | * Experience of teaching young people with SEND * National Curriculum and or Post 16 framework adaptation for special needs * Assessment, monitoring and report writing in the context of Special Needs | * Application and employer reference * Application and reference * Application/interview * Application |
| **Skills** | * ICT at functioning level * Strong oral and written communication * Excellent Interpersonal skills * Ability to analysis different issues and problem solve effectively * Ability to manage challenging behaviour effectively |  | * Interview * Application/interview * References/Interview * Relevant career experiences |
| **Personal Qualities** | * Hard working and committed * Flexible and adaptable * One who leads by example * Drive and self motivation * Identification with the ethos of   St Elizabeth’s   * Suitability to work with children |  | * Impressions gained from the application, references and at interview * Relevant pastoral involvement of a voluntary or professional nature |