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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
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| **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
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