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|  | **Essential** | **Desirable** |
| Qualifications & Experience | * A qualified, inspirational, experienced and highly effective teacher * At least 5 years of recent teaching experience * Experience of working with children with SEN * Proven experience of working in partnership with parents * Up to date with Special Educational Needs Code and Inclusion developments, policies and procedure * In depth knowledge of mainstream core standards * A confident leader and able to organise a dedicated team of support staff * Confident in their understanding of strategies for removing barriers to learning through their classroom practice and quality first teaching * Experienced in creating Individual Provision Plans, holding regular meetings with parents, annual review meetings and transition meetings * Knowledge of the curriculum in EYFS / KS1 | * National Award for Special Educational Needs Co-ordinators or has a desire to undertake this within their first year * Evidence of, and commitment to continuous professional development * Teaching across the whole primary age range * Experience of successful high needs funding applications * Experienced in applying for Education Health Care Plans * Experience of monitoring the effectiveness of class provision plans * Experience of being a Designated Safeguarding Lead |
| Personal Attributes | * Has a desire to work closely as a member of a team of staff in working towards the strategic vision of the school * Well organised and can use initiative * Is energetic, enthusiastic displaying a passion for their work and committed to the role * Is approachable, adaptable and flexible * A level of commitment to the whole life of the school * A commitment to safeguarding and promoting the welfare of children * Patient and calm * Good time keeping and time management * Good sense of humour | * Appreciation for the school’s Christian ethos |

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| Skills, Knowledge and Abilities | * A good knowledge of the National Curriculum * Sound knowledge of the SEND Code of Practice * Knowledge of effective teaching and learning strategies and the range of interventions available * Ability to build effective working relationships with pupils, parents and staff * Model a culture of excellence while promoting a collaborative and caring atmosphere * Knowledge of effective behaviour management strategies * Good ICT skills, particularly using ICT to support learning * High quality interpersonal skills that provide a range of strategies for effective people management * Lead professional development through example and support, and co-ordinate the provision of high-quality professional development by methods such as coaching, drawing on other sources of expertise as necessary * To have good working knowledge of relevant policies and procedures relating to child protection, health, safety, security, equal opportunities and confidentiality * Ability to create and maintain positive relationships with children, parents, teachers and TAs * Be flexible and able to contribute to and work as part of a team having strong collaboration skills to motivate, nurture, support teachers, parents and pupils * Excellent at communication (both orally and written) and organisational skills * Ability to promote the school’s aims and values positively and use effective strategies to monitor motivation and morale * Ability to use a high level of emotional intelligence to effectively lead a team of TAs * Be a keen promoter of wellbeing for pupils and staff | * Experience of working as part of a Senior Leadership Team |