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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
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| 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
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