**VILLA REAL SCHOOL**

**Key Stages 3 or 5**

**CRITERIA AND PERSON SPECIFICATION**

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **APPLICATION** | * Well structured supporting letter indicating beliefs and understanding of important educational issues and the importance knowledge and understanding of the world plays in a child’s development.
* Fully supported in reference
 |  | Application and reference |
| **QUALIFICATIONS** | * Qualified teacher status
 | * Recognised qualification in education of pupils with SEN and/or behavior management
* Recognised qualification in middle management
 | Application  |
| **EXPERIENCE** | * Experience of working successfully and co-operatively as part of a team with Special Children.
* Experience of leading a small team of staff.
* Experience of teaching young people with PMLD, ASC and complex medical needs
* Knowledge and proven practise of successfully implementing AFL strategies.
 | * Experience of working as part of a multi-professional team
* Experience of delivering training
* Experience in a Special School
* Experience of leading at middle management or significant experience of Upper Pay Spine
* Experience of leading a whole school initiative/and/or teaching GCSE
 | Application, reference and interview |
| **PROFESSIONAL DEVELOPMENT SKILLS** | * Willingness to undertake professional development
* Ability to communicate effectively in a variety of situations
* Ability to work as part of a multi-disciplinary team
* Curriculum management – leadership, planning, delivery, monitoring and assessment of the whole school curriculum for pupils with SEN and management of one or more curriculum areas across the whole school
* Proven classroom management skills including SEN
* Ability to work in and lead a team
* A willingness to take on responsibility for a curriculum area.
 | * Evidence of relevant professional development
* Evidence of managing of one or more curriculum areas
* Mathematics, ICT and RE subjects preferred
 | ApplicationApplication, reference and interview |
| **SPECIAL KNOWLEDGE** | * A clear vision and understanding of the requirements of all pupils including SEN pupils
* Detailed knowledge of the structure and content of the current Curriculum and an appropriate curriculum for pupils with SLD, ASC, and PMLD
* Understanding and knowledge of the current issues relating to education
* Understanding of how to raise pupil achievement
 | * Practical understanding of the range of behaviour that SEN pupils present
* Trained in Team Teach
* Trained in Moving and Handling
 | Application reference and interview |
| **PERSONAL ATTRIBUTES** | * Good time management skills including being able to work under pressure
* Ability to manage change
* Ability to work with parents as partners
* Evidence of being able to build and sustain effective relationships with staff, governors, parents, other agencies and the wider community
* Flexibility and adaptability in order to be able to mix and work with a wide range of people
* A positive attitude to the management of students’ behaviour
* Emotional resilience
 | * Calmness under pressure (some of our young people exhibit challenging behaviour and some young people have very significant medical needs)
 | Reference and interview |