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| **Area** | **Essential** | **Desirable** |  |
| Application | * Well-structured and presented supporting letter indicating beliefs and understanding of important educational issues. * Letter of application | * Fully supported in references | * Application |
| Qualifications | * Qualified teacher status | * Additional qualification in the education of young people with learning difficulties and/ of Autism Spectrum Conditions * Team Teach training * First Aid Training * Safeguarding Training | * Application * Interview |
| Knowledge & Learning | * An excellent understanding of the National curriculum * Knowledge and understanding of Special Educational Needs and Disabilities. | * Experience of working with young people who may have difficulties with curriculum engagement; all of whom have Special Educational Needs | * Application * Interview * References |
| Professional skills & attributes | * Excellent professional practice in delivery of the curriculum through high quality planning, delivery and assessment * Experience in the effective tracking of individual pupil progress * Sound knowledge of the use of ICT to support learning in all curriculum areas * Experience of teaching pupils in Key Stages 3 and 4 * Able to teach to GCSE level | * Understand the role of target setting in SEN settings * Willingness and capacity to offer other subjects in the curriculum * Willingness to teach across the whole school if required | * Application * Interview * References |
| Personal qualities | * A passion for working with pupils with learning difficulties and disabilities * A love of challenge and the ability work effectively as part of the team * Excellent communication skills with a wide range of stakeholders, both orally and in writing * Drive, flexibility, and the resilience to manage the difficulties which pupils’ special needs, behaviour and workload can present * The ability to manage own workload effectively and respond swiftly to deadlines * Good interpersonal skills with the ability to enthuse and motivate others and develop effective partnerships * Willingness to share expertise and knowledge and the ability to encourage others to follow good practice * A personal commitment to professional development linked to school improvement and the competencies necessary to deliver the requirements of the post * Willingness to subscribe to the ethos of the school through demonstrating high levels of personal integrity * A sound awareness and understanding of relevant safeguarding and Health & Safety issues. | * Openness and willingness to address relevant issues | * Application * Interview * References |