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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
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| 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
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| 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
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| 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
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| 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
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