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| **Attributes**  | **Essential**  | **Desirable**  | **Application**  | **interview** |
| **Qualifications**  | PGCE  | Qualified teacher status/QTLS ( willingness to work towards) Postgraduate SEN courses |  |  |
| **Experience**  | * Experience or expertise in SEN Entry Level
* Team Teach trained or willingness to train
* Trained in Moving and Handling or willingness to train
 | * Evidence of participation in INSET, especially in SEN programmes or similar
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| **Professional Understanding, Knowledge and skills** | * Understanding of target setting
* Experience of developing 16-19 study programmes to meet the needs of pupils with a range of SEN relevant to the age range of the school including assessment recording and reporting
 | * Experience of creating and maintaining effective partnerships with parents to support pupil’s learning
* Knowledge of assessment programme
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| **Specific Knowledge Understanding and skills** | * Awareness of the Education Acts and the SEN code of Practice
 | * Interest in or experience or training in specialised teaching approaches for students with SEN
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| **Teaching and Learning** | * Practical understanding of effective teaching and evaluation strategies for pupils with SEN/ASC
* Able to manage student behaviour effectively
* Knowledge and understanding of the relevant curriculum requirements
 | * Experience of monitoring and evaluating teaching
* Experience of planning an area relevant to the needs of students with SEN
* Experience of having involved the college community to enhance student learning
* Successful teaching experience within a Post 16 provision
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| **Leadership and Management** | * Able to manage a class effectively
* Able to motivate pupils and staff, setting high standards and provide a focus for improvement
* Awareness of how to lead a curriculum area, monitoring progress and developing action plans to drive forward standards.
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| **Professional values, qualities and skills** | * Able to establish and develop good relationships with all involved in the school
* Able to work effectively as a team member
* Ability to communicate effectively in writing and orally. Skilled in the use of ICT
* Flexible and approachable
* Resilient under pressure
* Able to deal sensitively with people and resolve conflicts
* Positive and energetic approach to work
* An underpinning interest in the wellbeing and support of students
* Willingness to challenge oneself and others to seek continuous improvement
* Positive attitude toward innovation and change
 | * Bring personal interests and enthusiasms to the school community
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