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| **PERSONAL ATTRIBUTES** | | | | |
|  | **ESSENTIAL** | | **DESIRABLE** | |
|  | **ATTRIBUTE** | **STAGE IDENTIFIED** | **ATTRIBUTE** | **STAGE IDENTIFIED** |
| QUALIFICATIONS | Qualified Teacher Status | Application  References | Additional qualification and / or evidence of participation in relevant training in SEN | Application |
| EXPERIENCE | Experience of working with people with learning difficulties or Special Educational Needs | Application  References  Interview | Experience of working with pupils with complex, severe or profound and multiple learning difficulties.  Experience of working with people with Autism.  Previous experience of leading an area of the curriculum in a school | Application  Interview |
| KNOWLEDGE AND SKILLS | An understanding of the SEN Code of Practice  An ability to differentiate curriculum planning to meet individual pupil needs.  The ability to teach a subject to a range of classes across the school  An understanding that working with pupils who present complex and challenging behaviours is a part of the role | References  Interview  Application | Knowledge of current curriculum issues relating to pupils with complex, severe or profound and multiple learning difficulties  An ability to offer some subject specialist knowledge  The post holder has previous experience of working with pupils who demonstrate complex and challenging behaviours | Application  Interview  References |
| SPECIAL REQUIREMENTS | An ability to lead staff within the classroom  An understanding that Safeguarding is a vital part of the role and a collective responsibility of all staff. | References  Interview | Experience in working as a part of a multi-professional team  Completion of training in behaviour management and/or Restrictive Physical Intervention e.g. Team Teach. | Application  References  Interview |