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| **PERSONAL ATTRIBUTES** |
|  | **ESSENTIAL** | **DESIRABLE** |
|  | **ATTRIBUTE** | **STAGE IDENTIFIED** | **ATTRIBUTE** | **STAGE IDENTIFIED** |
| QUALIFICATIONS | Qualified Teacher Status | ApplicationReferences | 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 | ApplicationReferencesInterview | 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 | ApplicationInterview |
| 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 schoolAn understanding that working with pupils who present complex and challenging behaviours is a part of the role  | ReferencesInterviewApplication | Knowledge of current curriculum issues relating to pupils with complex, severe or profound and multiple learning difficultiesAn ability to offer some subject specialist knowledge The post holder has previous experience of working with pupils who demonstrate complex and challenging behaviours | ApplicationInterviewReferences |
| 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. | ReferencesInterview | Experience in working as a part of a multi-professional teamCompletion of training in behaviour management and/or Restrictive Physical Intervention e.g. Team Teach.  | ApplicationReferencesInterview |