

Criteria	Essential	Desirable
Knowledge	<ul style="list-style-type: none"> • Knowledge of the teaching standards relating to school leadership • Knowledge of how to inspire, support and maintain an effective teaching team • Knowledge of learning difficulties and disabilities and an in depth understanding of the effects on learning • Knowledge of assessment and practise • Knowledge of ASD teaching strategies • Effective knowledge of strategies that maintain a learning environment with high standards of behaviour and conduct • Knowledge of effective inclusion practises • SENDCO qualification or willingness to complete 	<ul style="list-style-type: none"> • Knowledge gained from teaching in specialist settings • Advanced teaching and/or management qualifications • Level 3 qualifications in Safeguarding • Knowledge of Independent School Standards
Experience	<ul style="list-style-type: none"> • Leadership experience within an education setting, specialist or mainstream • Demonstrate evidence of practice in working with students who have learning difficulties and disabilities • Current experience of working with children and being able to promote a desire for learning • Experience of supporting a diverse staff team • Managing all records relating to SEND and inclusion • Gathering evidence for Annual Reviews • Leading Annual Review meetings • Experience of completing observations and learning walks to support colleagues with their professional development 	<ul style="list-style-type: none"> • Experience of specialist settings • Experience of small class teaching

	<ul style="list-style-type: none"> • Delivering 'good' or 'outstanding' lessons as a teacher 	
Skills & Abilities	<ul style="list-style-type: none"> • Excellent interpersonal skills • Be able to support and promote a reflective learning ethos • Be creative and flexible in the way you work • Excellent communication skills • Committed to your own professional development and participate fully in the school's community 	<ul style="list-style-type: none"> • Good sense of humour and a team spirit!
Personal Attributes	<ul style="list-style-type: none"> • Commitment to the additional support needs of all learners and to the development of cooperative responses through a strong team approach • Excellent interpersonal skills and a sense of humour • Exceptional team working ethos • Confidence in working with a range of students, staff and external agencies • Proactive and innovative with ability to problem solve. 	<ul style="list-style-type: none"> •
Qualifications	<ul style="list-style-type: none"> • Honours undergraduate degree • PGCE or equivalent • SENDCO qualification or willingness to complete 	<ul style="list-style-type: none"> • Evidence of continuing professional development • Level 3 qualifications in Safeguarding
Other Requirements	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> •