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| --- | --- | --- | --- |
| **Criteria** | **Essential** | **Desirable** | **Evidence** |
| **Professional Qualifications and experience** | * QTS
* Degree relevant to teaching and learning
* Commitment to further professional development
* Understanding of SEND funding and statutory requirements
* NASENCo (or working towards)
* Classroom teaching experience
 | Further Degree or relevant qualification NASENCO | * AF
* C
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| **Strategic Direction and Development** | * Successful experience of implementing and managing change.
* Experience of school improvement and strategic planning.
* A clear vision for the provision of children with additional needs.
* A meticulous approach to planning, implementing and reviewing
 | Experience of strategic leadership | * AF
* SP
* R
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| **Teaching and Learning** | * Ability to lead on SEND pedagogy across the whole school
* Maintain the highest expectations of all children
* Effective understanding and use of a wide range of learning styles and recognition of individual additional needs
* Effective understanding and use of praise and rewards
* Effective understanding and use of monitoring and the use of target setting to inform teaching and learning and assess progress
* Effective use of assessment for learning to enhance progress and to encourage children to take responsibility for their own learning
* To have a good understanding of the Trauma Informed Schools programme, or similar
 | Experience of delivering CPD on SEND teaching and learning | * AF
* SP
* R
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|  | **Personal qualities** | * A dynamic leader and a teamplayer
* A genuine care and respect of children and colleagues
* Integrity
* Sense of humour
* Ability to work well under pressure
* ‘Can do attitude’ willing to engage and contribute to the wider life of the school
 |  | * AF
* SP
* R
 |  |
|  | **Safeguarding Children** | * Ability to ensure and deliver effective safeguarding
* Commitment to safeguarding and promoting the welfare of children and young people
 | Experience of leading safeguarding | * AF
* SP
* R
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Key to method of assessment: AF = Application Form SP = selection process C = Certificate R = References