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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 | |
| **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 | |
| **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 | |
|  | **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 | |  |

Key to method of assessment: AF = Application Form SP = selection process C = Certificate R = References