# Person specification

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| criteria | ESSENTIAL qualities |
| **Qualifications  and training** | * Qualified teacher status * National Award for SEN Co-ordination * Degree * Leadership Qualifications * Understanding of the THRIVE Approach * Evidence of recent Continued Professional Development * Completed Physical Intervention training (for example Team Teach) |
| **Experience** | * Upper Key Stage 2 Teaching experience * Experience of working at a whole-school level * Involvement in self-evaluation and development planning * Experience of conducting training/leading INSET * Experience of leading a core subject area * Experience of performance management |
| **Skills and knowledge** | * Sound knowledge of the SEND Code of Practice * Understanding of what makes ‘quality first’ teaching, and of effective intervention strategies * Ability to plan and evaluate interventions * Data analysis skills and the ability to use data to inform provision planning * Effective communication and interpersonal skills * Ability to build effective working relationships with all Stakeholders and outside agencies * Ability to influence and negotiate * Good record-keeping skills * Evidence of strong behaviour management strategies |
| **Personal qualities** | * Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school * Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability * Ability to work under pressure and prioritise effectively * Commitment to maintaining confidentiality at all times * Commitment to safeguarding and equalit |