# 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)
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| **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
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| **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
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| **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
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