

	ESSENTIAL		DESIRABLE		HOW MEASURED
EXPERIENCE	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Undertaken regular and substantive professional development.</li> <li>• Awareness &amp; understanding of current issues and trends in education of SEN students.</li> <li>• Excellent Interpersonal and Communication Skills</li> <li>• Understanding of issues involved in the management of change</li> <li>• A commitment to inclusive practice</li> <li>• Commitment to developing partnerships with parents and the wider community</li> </ul>		<ul style="list-style-type: none"> <li>• Additional Qualification in the education of SEN students.</li> <li>• Substantive experience of teaching pupils with SEN</li> <li>• A full driving licence</li> <li>• A willingness to support residential activities</li> <li>• Teaching Experience in secondary phase</li> <li>• Experience working with ASD learners</li> <li>• Knowledge/experience of the new secondary curriculum reforms</li> </ul>		Application form / interview / references
EDUCATION, TRAINING AND QUALIFICATIONS	<ul style="list-style-type: none"> <li>• Knowledge of curriculum to meet the needs of PMLD pupils</li> <li>• Qualified teacher status.</li> </ul>		<ul style="list-style-type: none"> <li>• Has or is willing to work towards achieving an additional qualification in the education of students with SEN.</li> </ul>		Application form / certificate / interview
SKILLS AND KNOWLEDGE	<ul style="list-style-type: none"> <li>• Multidiscipline approach with regard to nursing and therapy</li> <li>• Good decision making skills. Ability to investigate, solve problems and make decisions</li> <li>• Good communication skills: ability to plan time effectively and prioritise</li> <li>• Ability to manage the learning environment so that it is conducive to effective teaching.</li> <li>• Ability to manage TA's effectively and provide them with guidance</li> </ul>		<ul style="list-style-type: none"> <li>• Midas trained or willingness to complete Midas test (Mini bus certification)</li> <li>• Additional SEN qualification.</li> </ul>		Interview / observation / references

	<ul style="list-style-type: none"> <li>• Ability to inspire pupils and staff</li> <li>• Ability to guide, reassure and inspire parents</li> <li>• Ability to work effectively with external specialists</li> </ul>				
PERSONAL QUALITIES	<ul style="list-style-type: none"> <li>• Display commitment to and awareness of personal responsibility for safeguarding and welfare of students.</li> <li>• Values and respects the views and needs of students.</li> <li>• Respects and values diversity.</li> <li>• Sense of humour.</li> </ul>				Interview / observation / references
WORKING ARRANGEMENTS	<ul style="list-style-type: none"> <li>• Willingness to undergo an enhanced Criminal Records Bureau disclosure.</li> </ul>		<ul style="list-style-type: none"> <li>• Willingness to be a member of the Governing Body</li> <li>• Willingness to be a member of our school PTA –called FOSH – Friends of St Hugh’s</li> </ul>		Application / interview