



	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EDUCATION & QUALIFICATIONS	<ul style="list-style-type: none"> GCSE (or equivalent) in English and Maths (Grade C or above) 	<ul style="list-style-type: none"> Degree / QTS Experience of safeguarding Further study i.e. Diploma/Masters degree 	<ul style="list-style-type: none"> Application
SKILLS AND ABILITIES	<ul style="list-style-type: none"> Exemplary levels of personal organisation Have oral and written communication skills of a high standard Have high expectations of behaviour Resilient and calm under pressure Ability to work independently 		<ul style="list-style-type: none"> Application Interview
EXPERIENCE & KNOWLEDGE	<ul style="list-style-type: none"> Experience of working with young people Knowledge of the key issues relating to SEND students Track record of independent accountability Working knowledge of behaviour management strategies, systems and policies relating to best practice Understands how to engage effectively with students Knowledge of provision and safeguarding 	<ul style="list-style-type: none"> Experience of working in a school environment 	<ul style="list-style-type: none"> Application Interview
CORE QUALITIES	<ul style="list-style-type: none"> Courage: to remain constructively discontent with our own levels of mastery Honesty: to be accountable for our own actions and inactions and learning from our outcomes Determination: to be insatiably curious and taking joy in reaching our professional goals Humour: to remain positive and keep things in perspective Kindness: to collaborate in order to create a culture of professional generosity 		<ul style="list-style-type: none"> Application Interview References