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|  | ESSENTIAL | DESIRABLE | Assessment |
| Qualifications and training | Qualified Teacher Status | Evidence of recent and relevant continuing professional development and study | A / I / R |
| Degree in subject specialism | Able to offer other learning experiences | A / I / R |
|  | Physical Intervention strategies training e.g. Proact SCIP UK | I |
| Experience | An excellent classroom teacher, achieving the Teachers Standards, with evidence of impact on raising achievement and adding value both socially and academically  | Experience of sharing good practice with other colleagues | A / I / R |
| Willingness to work with vulnerable children, using Relational and Restorative Approaches to support positive behaviour, mental health and SEND across the school | Deeper knowledge of Relational and Restorative approaches; conflict resolution; good practice working with students with a variety of SEND needs | A/I |
| Knowledge and understanding of current developments in teaching and learning in the secondary sector | Having a good knowledge and understanding of SEN | A / I |
| Evidence of working with other professionals as part of a team; planning work | Experience of developing and implementing strategies across the school | A / I / R |
| Experience of using ICT in innovative ways to support and enhance learning |  | A / I |
| Ability to use information and data effectively to plan individual learning and raise achievement across the school |  | A / I |
| Ability to identify and implement effective strategies for intervention |  | A / I |
| Professional Qualities | Strong organisation and time management skills and the ability to prioritise effectively |  | I |
| Strong ICT skills |  | A / I |
| Ability to work effectively and calmly under pressure |  | I |
| Evidence of ability to build positive relationships with children and young people |  | A / I / R |
| Adaptable and flexible with excellent interpersonal skills, stamina and resistance |  | I |
| Demonstrate professionalism, integrity and loyalty |  | I / R |
| Ability to lead by example |  | I / R |
| Excellent communications skills in all forms of media |  | A / I / R |
| An intuition to see the best in other and understanding commitment to students and colleagues’ potential |  | A / I / R |
| A commitment to the school’s mission values and vision |  | A / I |
| A good sense of humour! |  | I |