**VILLA REAL SCHOOL**

**Key Stages 3, 4 or 5**

**CRITERIA AND PERSON SPECIFICATION**

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **APPLICATION** | * Well-structured supporting letter indicating beliefs and understanding of important educational issues and the importance knowledge and understanding of the world plays in a child’s development. * Fully supported in reference |  | Application and reference |
| **QUALIFICATIONS** | * Qualified teacher status | * Recognised qualification in education of pupils with SEN and/or behavior management * Recognised qualification in middle management * Specialism in ASC | Application |
| **EXPERIENCE** | * Experience of working successfully and co-operatively as part of a team with Special Children. * Experience of leading a small team of staff. * Experience of teaching young people with PMLD, severe ASC and complex medical needs * Knowledge and proven practise of successfully implementing AFL strategies. * Experience of leading a curriculum area | * Experience of working as part of a multi-professional team * Experience of delivering training * Experience in a Special School * Experience of leading at middle management or significant experience of Upper Pay Spine * Experience of leading a whole school initiative/and/or teaching GCSE | Application, reference and interview |
| **PROFESSIONAL DEVELOPMENT SKILLS** | * Willingness to undertake professional development * Ability to communicate effectively in a variety of situations * Ability to work as part of a multi-disciplinary team * Curriculum management – leadership, planning, delivery, monitoring and assessment of the whole school curriculum for pupils with SEN and management of one or more curriculum areas across the whole school * Proven classroom management skills including SEN * Ability to work in and lead a team * A willingness to take on responsibility for a curriculum area. | * Evidence of relevant professional development * Evidence of managing of one or more curriculum areas * ICT subject preferred | Application  Application, reference and interview |
| **SPECIAL KNOWLEDGE** | * A clear vision and understanding of the requirements of all pupils including SEN pupils * Detailed knowledge of the structure and content of the current Curriculum and an appropriate curriculum for pupils with SLD, ASC, and PMLD * Understanding and knowledge of the current issues relating to education * Understanding of how to raise pupil achievement | * Practical understanding of the range of behaviour that SEN pupils present * Trained in Team Teach * Trained in Moving and Handling | Application reference and interview |
| **PERSONAL ATTRIBUTES** | * Good time management skills including being able to work under pressure * Ability to manage change * Ability to work with parents as partners * Evidence of being able to build and sustain effective relationships with staff, governors, parents, other agencies and the wider community * Flexibility and adaptability in order to be able to mix and work with a wide range of people * A positive attitude to the management of students’ behaviour * Emotional resilience | * Calmness under pressure (some of our young people exhibit challenging behaviour and some young people have very significant medical needs) | Reference and interview |