



MAYFIELD PERSON SPECIFICATION/SELECTION CRITERIA

Note: Candidates failing to meet any of the essential criteria will automatically be excluded.

[A] TRAINING AND QUALIFICATIONS

	Essential or Desirable	Evidence
Qualified teacher status	E	A L
Degree	E	A L
Recent participation in a range of relevant in-service training	D	A L I
Commitment to Personal Development	E	A L I
SEN qualification	D	A L

[B] EXPERIENCE OF TEACHING AND EDUCATIONAL MANAGEMENT

	Essential or Desirable	Evidence
Working within a staff team	E	A L I
Managing a staff team	D	A L I
Leadership of subject area(s)	D	A L I
Teaching experience of facilitating and developing communication and interaction skills	D	A L I
Teaching experience with a wide range of SEND	D	A L I
Teaching experience of pupils within primary/Senior SEND	D	A L I

[C] PROFESSIONAL KNOWLEDGE AND UNDERSTANDING

Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the phase:

	Essential or Desirable	Evidence
Understanding of child development	E	L I R
Pupils' educational development	E	L I R
Curriculum and assessment requirements and knowledge of adapting a curriculum to meet the needs of the learners	E	L I R
Effective teaching and learning strategies, including behaviour management	E	L I R
Understanding of the factors impacting on families of children with SEN and ability to work positively with families	E	L I R
Local and national policies, priorities and statutory frameworks	D	L I R
Application of ICT to teaching and learning	D	L I R
Health and Safety considerations	D	L I R
Working knowledge of the expectations and the implementation of the teaching standards	E	A R

[D] PERSONAL SKILLS AND ATTRIBUTES

Applicants should be able to provide evidence that they have the necessary personal skills and attributes required by the post.

	Essential Or Desirable	Evidence
Communication skills	E	L I R
Inter-personal skills	E	LIR
Ability to lead within an agreed area linked to EHCP outcomes	E	L I R
Ability to prioritise time effectively	E	L I R
Self-confidence, personal impact and presence	D	L I R
Commitment, enthusiasm and integrity	E	L I R
Stamina and ability to maintain work-life balance	E	L I R
Sense of humour and resilience	E	I
Ability to adapt to and manage change	E	LI
Commitment to ensuring best outcomes for all students	E	LI
Leadership and management of small staff team, eg TAs	E	A L I R

[E] APPLICATION FORM AND LETTER

The application should be fully completed and free from error. It is essential that the applicant takes the time to match the criteria with their letter. **(Essential)**