

## Person Specification

<b>Job Title</b>	STEPS Team Leader
<b>Grade</b>	Leadership II SEN max
<b>Service/Section</b>	STEPS - Inclusion, Learning and Achievement
<b>Directorate</b>	Children's Services

**Method of Assessment:** AF= Application Form, T = Test, I = Interview

**Shortlisting Criteria:** Essential criteria assessed via application form should be used to shortlist.

<b>Criteria</b>	<b>Method of assessment</b>	<b>Essential/ Desirable</b>
<b>Education</b>		
Qualified teacher status	AF	E
Additional qualifications in SEND e.g., National SENCo Award, SEND, maths, literacy, dyslexia	AF	D
<b>Knowledge, Skills and Abilities</b>		
Understanding of the curriculum and inclusive teaching methodologies including the use of technologies, to promote independence, communication, and learning for children with SEND in the mainstream classroom	AF/I	E
Excellent communication and interpersonal skills, with the ability to influence and motivate others and demonstrating effective organisational skills	AF/I/T	E
Ability to work as part of a professional team, across the SEND partnership and with external agencies and multi-professional teams	AF/I	E
Ability to manage budgets and resources effectively, including reporting	AF/I/T	D
Ability to develop and deliver evidence-based training programmes for school staff	AF/I/T	E
Knowledge of national and regional quality standards relevant to SEND services	AF/I/T	E
<b>Experience</b>		
Proven experience of leading and managing a multidisciplinary team	AF/I/T	E
Successful experience of strategic planning, service development, and performance monitoring	AF/I/T	D
Proven experience in teaching, assessing, and monitoring the progress of pupils with SEND, with a strong track record of implementing effective strategies to raise attainment and developing curriculum approaches that enhance the quality of teaching and learning for learners with diverse needs	AF/I	D
<b>Equal Opportunities</b>		

Understanding of and commitment to both the Council's equal opportunities policies and to achieving the Council's staff values and ability to put into practice in the context of this post.	AF/I	E
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