

Person Specification
SENCO



ESSENTIAL	DESIRABLE
<p>QUALIFICATIONS</p> <p>Qualified to at least degree level</p> <p>B.Ed/Post Graduate Certificate in Education</p> <p>National Award for Special Educational Needs Education</p> <p>EXPERIENCE & KNOWLEDGE</p> <p>Diagnostic testing and applying for access arrangements in line with JCQ regulations</p> <p>Appropriate experience of SEN provision in a large secondary school</p> <p>Work across the school as an advocate of SEND taking the lead in the learning and teaching of SEND pupils</p> <p>Working alongside external agencies to support students with SEND including running multi agency meetings and reviews</p> <p>Ability to deliver consistently outstanding lessons in this subject to students of all ages and abilities</p> <p>Understanding of the SEND COP and recent SEND legislation</p> <p>An understanding of SEND strategies and how they can be effectively applied to raise learners' achievement</p> <p>How to use progress data to identify areas for development for individual learners</p>	<p>Further professional qualifications</p> <p>Experience of having worked successfully in a SEN provision in at least one outstanding mainstream school</p> <p>Have an understanding of the latest trends and developments in SEND education</p> <p>Delivering interventions in:</p> <ul style="list-style-type: none"> • Literacy • Numeracy • Spelling • SULP • SEAL <p>Transition at all key points in Years 7, 10 and 12 as well as in progression routes to post 16</p> <p>Applying for statutory assessment to secure EHCP's where students require a level of support above the delegated school resources</p>

Have created high quality lesson plans and schemes of work, and shared these with a team of teachers

SKILLS

A proven ability to create a united, committed and highly effective staff subject team

Excellent interpersonal and listening skills; a high degree of emotional intelligence; and an effective oral and written communicator with students, staff and parents

The ability to communicate well, to work as a member of a team, and to have effective working relationships with students, staff and parents

Committed to the personal professional development of themselves and others

The ability to develop positive relationships with all young people

Well-developed planning and organising skills including time management, prioritisation, delegation and administration

Ability to plan, monitor, evaluate, review and lead by example

Sound judgement and problem solving skills

An ability and willingness to teach across more than one subject

A proven ability to use data confidently and forensically to inform and diagnose weaknesses that need addressing, and ability to plan effectively in order to raise individuals' and cohorts' attainment

MOTIVATION

Willing to be fully engaged in the whole life of the school including extra-curricular activities

Committed to team work and working collaboratively with colleagues

A clear vision of what you want to achieve with this role, which is aligned to the school's core vision and values

Supporting students with complex ASC needs in a secondary setting

Relevant research and application of the Best use of Teaching Assistants in a secondary context

Experience of working with SEND students within the mainstream classroom

A commitment to the safeguarding and welfare of all students

Experience of leading successful enrichment and extra-curricular activities, which inspire and motivate learners

ATTRIBUTES

A clear passion for SEN teaching

The ability to enthuse and inspire others

Passion, resilience, maturity and optimism to lead through day-to-day challenges while maintaining a clear strategic vision and direction

Confidence and self-motivation to work well and be decisive under pressure

Genuine passion and belief in the potential of every student

Strong interpersonal, written and oral communication skills

Strong organisation skills:

- the ability to delegate
- the use of effective time management
- the ability to prioritise

Resilience and motivation to lead the school through day-to-day challenges whilst maintaining a clear strategic vision, staying positive, and focusing on key priorities

A clear understanding of the strategies required to establish consistently high standards of results and behaviour and commitment to relentlessly instilling these strategies

An ambassadorial approach in all dealings with the community and subsequently to be positive and successfully market the school in the community

Skilful management and maintenance of working relationships with parents and other stakeholders