

SENCO

PERSON SPECIFICATION

Key

App-Application Form

Ref- Reference

SP- Selection process- this could include a range of exercises, including an interview

Knowledge, Experience and Skills		
	Essential/ Desirable	How identified
Personal Qualities and attributes		
The ability to demonstrate a passion and vitality for teaching and learning and working with young people	E	App/Ref
The ability to inspire others with high quality interpersonal skills with a reputation for integrity and high personal values which earns the respect of staff, pupils, parents and all other stakeholders.	E	App/Ref
Prior experience of leadership, underpinned with the skills to motivate effective team working whilst being open to challenge	D	App/Ref
Excellent communication skills, both written and oral- for a variety of audiences.	E	App/SP
Moral purpose (Equality, children and adults treated with respect)	E	App/SP/Ref
Excellent communicator (oral and written)	E	App/SP/Ref
Resilient	E	App/Ref
Integrity	E	App/Ref
Self -motivated and able to motivate others	E	App/Ref
Enjoys challenge	E	App/Ref
Works to deadlines	E	App/Ref
Enthusiastic and optimistic	E	App/Ref
Excellent problem solving/proactive and solution focused	E	App/Ref
Leadership and management		
Ability to build effective relationships with staff, parents, governors and other agencies	E	App/SP
Ability to line manage staff (SEN support staff)	D	App/SP
Ability to make and implement difficult decisions	E	App/SP
Ability to plan strategically, build and communicate a coherent vision in a range of compelling ways	D	App/SP
Shaping the future		
Implements an improvement plan, identifying the priorities and evaluating the impact.	D	App/SP
Works with and motivates teams and individuals to implement changes across the school and set high goals	E	App/SP
Leading SEND		
A proven track record of maintaining and raising the quality of teaching and learning for children with SEND.	E	App/Ref
Being an outstanding role model in all teaching standards	E	App/Ref
Knowledge of how to use data to monitor pupils progress	D	App
Ability to identify interventions to ensure pupils maintain good progress	E	App

Ability to identify excellent classroom practice to enable teachers to improve, through effective feedback	E	App/SP
Knowledge of the SEN Code of Conduct and its practical application	E	App/SP
<i>Developing self and working with others</i>		
Regularly reviews own practice and continually participates in quality CPD	E	App
Uses CPD to motivate, enthuse and develop staff	D	App
Ability to plan and allocate work effectively	E	App
Ability to coach and mentor staff	D	App/SP
<i>Securing accountability</i>		
Hold people to account for what they have agreed to deliver	E	App/SP
Works effectively with the governing body to fulfil statutory duties	D	App
<i>Strengthening the community</i>		
Builds relationships with community groups, outside agencies, our church and other schools which create innovative learning experiences for pupils	E	App/Ref
Works with parents and careers to improve pupil achievement	E	App/Ref
A strong commitment to promoting our distinctly Christian vision and values	E	App/SP
<i>Qualifications and training</i>		
Qualified Teacher Status	E	App/SP
NANSENCO or equivalent qualification or a willingness to undertake relevant training.	E	App/Ref
An impressive classroom teaching record	E	App/Ref
Knowledge of: The EHCP process and evidence required, behaviour management techniques, The funding support mechanism for SEND	E	App/SP
Evidence of significant continuing professional development	E	App/Ref
<i>Safeguarding</i>		
Is aware and able to manage effective CP policies and procedures	E	App/Ref
Ability to deal with sensitive issues in a supportive and effective manner	E	App/Ref
Evidence and a commitment to safeguarding and promoting the welfare of children and young people	E	App/SP