

BIRCHENSALE MIDDLE SCHOOL



PERSON SPECIFICATION

JOB TITLE: ASSISTANT SENCO

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and training	<p>The successful candidate will:</p> <ul style="list-style-type: none">• Be a graduate with Qualified Teacher Status. <p>Or:</p> <ul style="list-style-type: none">• Have achieved the HLTA qualification with SEND experience	Degree or equivalent	Application form References
Experience	<ul style="list-style-type: none">• Experience of working with students in KS2 & 3, with evidence of having achieved successful student outcomes• Knowledge & understanding of how children learn• Sound grasp of the concept of inclusive practice• Good knowledge of SEND Code of Practice• Experience of working closely with parents in successful home-school partnerships that support pupils' needs• Knowledge of issues relating to equal opportunities• Knowledge & experience of using basic diagnostic tests for identifying specific needs• Knowledge of current educational issue		
Knowledge and skills	<ul style="list-style-type: none">• Skilled at making & sustaining positive relationships with children• Able to stimulate children's interest in learning• Able to work closely with pupils who are finding learning difficult, or those who have experienced a feeling of failure• Able to work closely with other adults, offering them practical advice & strategies that assist them to overcome problems relating to the teaching of pupils with SEND• Skilled at developing children's self-esteem & motivation so they become resilient, independent learners• Capable of planning intervention work, accessing the needs and achievements of children & maintaining appropriate records• Able to work closely with the wider school community in the development of provision for pupils with SEND• Able to foster effective relationships with parents, communicate with them and encourage their active participation in their child's education• Excellent written and oral communication skills		Application form Interview

Personal qualities	<ul style="list-style-type: none">• Commitment to ensuring the safety & welfare of children• Ability to work under pressure and prioritise effectively• Maintain confidentiality at all times• Commitment to equality	Ambitions for senior leadership.	Application form References Interview
---------------------------	--	----------------------------------	---