**Assistant SENCO Person Specification**

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|  | **Essential** | **Desirable** | **How Identified** |
| **QUALIFICATIONS** | Degree level qualification subject related to teaching specialism  A relevant teaching qualification (PGCE, Cert Ed, BEd)  Qualified Teacher Status | Experience of working with children with SEND  Further relevant qualifications | Application  References |
| **KNOWLEDGE** | Knowledge of the SEND Code of Practice  Knowledge of the challenges that students with SEND face and how this impact on their educational achievement | Evidence of attendance and learning from short training courses relating to SEND | Application  References  Interview |
| **EXPERIENCE AND SKILLS SPECIFIC TO TEACHING** | Successful teaching experience across Key Stages 3 & 4  Successful teaching experience of children with SEND  A thorough knowledge and enthusiasm for the subject  A good or outstanding classroom practitioner with evidence of developing and using a wide range of varied teaching and learning styles  Commitment to the provision of quality and equality of opportunity in the teaching of the subject.  Evidence of involvement in pastoral and guidance aspects of school life. | Teaching experience in more than one mixed comprehensive school.  Use of interactive ICT systems for teaching and learning | Application  References  Teaching Exercise  Interview |
| **MANAGERIAL AND LEADERSHIP CAPABILITIES** | Evidence of good organisational skills  High order analytical skills  Ability to work well in a team and contribute to whole school improvement.  Commitment to continuous review and teacher development | Experience of delivering training to adults  Evidence of leadership and team building potential  Problem solving capacity  Involvement in whole school leadership and management  An understanding of changing school environments and national issues. | Application  References  Interview  Interview Tasks |
| **CURRICULUM UNDERSTANDING** | Detailed knowledge of subject national curriculum  Awareness of current issues relating to the curriculum and students with SEND  Involvement in developing curriculum and teaching  Use of ICT in delivering subject | Evidence of involvement in raising attainment and achievement of students with SEND | Application  References  Interview |
| **SKILLS AND QUALITIES** | Empathy with and genuine liking of young people  High order communication skills – written and oral in a variety of contexts  Ability to work well in a team  Enthusiasm and commitment  Professional ambition, drive and determination | Desire to be involved in extra-curricular activities/provision | References  Teaching Exercise  Interview  Interview Tasks |
| **PERSONAL QUALITIES** | Evidence of good organisational skills  Ability to relate well to colleagues, parents and pupils  Sense of humour  Good health and stamina |  | Application  References  Teaching Exercise  Interview  Interview Tasks |