**Assistant SENCO Person Specification**

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|  | **Essential** | **Desirable** | **How Identified** |
| **QUALIFICATIONS** | Degree level qualification subject related to teaching specialismA relevant teaching qualification (PGCE, Cert Ed, BEd)Qualified Teacher Status | Experience of working with children with SENDFurther relevant qualifications | ApplicationReferences |
| **KNOWLEDGE** | Knowledge of the SEND Code of PracticeKnowledge 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 | ApplicationReferencesInterview |
| **EXPERIENCE AND SKILLS SPECIFIC TO TEACHING** | Successful teaching experience across Key Stages 3 & 4 Successful teaching experience of children with SENDA thorough knowledge and enthusiasm for the subjectA good or outstanding classroom practitioner with evidence of developing and using a wide range of varied teaching and learning stylesCommitment 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 | ApplicationReferencesTeaching ExerciseInterview |
| **MANAGERIAL AND LEADERSHIP CAPABILITIES** | Evidence of good organisational skillsHigh order analytical skillsAbility to work well in a team and contribute to whole school improvement.Commitment to continuous review and teacher development  | Experience of delivering training to adultsEvidence of leadership and team building potentialProblem solving capacityInvolvement in whole school leadership and management An understanding of changing school environments and national issues. | ApplicationReferencesInterviewInterview Tasks |
| **CURRICULUM UNDERSTANDING** | Detailed knowledge of subject national curriculumAwareness of current issues relating to the curriculum and students with SENDInvolvement in developing curriculum and teachingUse of ICT in delivering subject | Evidence of involvement in raising attainment and achievement of students with SEND | ApplicationReferencesInterview |
| **SKILLS AND QUALITIES** | Empathy with and genuine liking of young people High order communication skills – written and oral in a variety of contextsAbility to work well in a teamEnthusiasm and commitmentProfessional ambition, drive and determination | Desire to be involved in extra-curricular activities/provision | ReferencesTeaching ExerciseInterviewInterview Tasks |
| **PERSONAL QUALITIES** | Evidence of good organisational skillsAbility to relate well to colleagues, parents and pupilsSense of humourGood health and stamina |  | ApplicationReferencesTeaching ExerciseInterviewInterview Tasks |