



Assistant SENCO – Person Specification

Selection Criteria		Essential / Desirable
Education & Qualifications	Qualified Teaching Status	E
	Experience of supporting professional development	E
	Good honours degree	E
Experience	<ul style="list-style-type: none"> Safeguarding pupils at all times ensuring their well-being. 	E
	<ul style="list-style-type: none"> Of composing / following care and risk assessment plans to ensure the safety of pupils. 	E
	<ul style="list-style-type: none"> Teaching experience in a school for children with SEND, T&L styles and assessment procedures for a variety of complex needs SEND from a variety of ethnic and socio-ethnic backgrounds 	E
	<ul style="list-style-type: none"> Teaching experience from 3 – 19 with a range of subjects in a holistic, integrated and multi-disciplinary way 	E
	<ul style="list-style-type: none"> Ability to plan across a range of classes for a wide range of pupil needs 	D
	<ul style="list-style-type: none"> Successfully evidenced personnel / team management across a range of classes 	E
	<ul style="list-style-type: none"> Willingness to identify and support training needs / supporting colleagues to upskill 	E
Strategic Direction & Development of the School	<ul style="list-style-type: none"> Ability to generate and share a vision, lead and manage change effectively 	E
	<ul style="list-style-type: none"> Commitment to continuous school improvement 	E
	<ul style="list-style-type: none"> Ability to support the creation and implementation of a strategic school plan 	E
	<ul style="list-style-type: none"> Ability to monitor and evaluate the progress of their class as part of wider school priorities 	E
	<ul style="list-style-type: none"> Knowledge and understanding of educational developments and their implications in SEND schools 	E
Curriculum, Teaching, Learning & Assessment	<ul style="list-style-type: none"> Evidence of outstanding or at least consistently good teaching 	E
	<ul style="list-style-type: none"> Ability to lead, support and monitor the delivery of a stimulating, rigorous and suitably challenging learning curriculum and environment. 	E
	<ul style="list-style-type: none"> Knowledge and experience of measuring pupils development and able to identify strategies to raise pupil achievement 	E
	<ul style="list-style-type: none"> Knowledge and experience of collation and analysis of pupil data 	E
	<ul style="list-style-type: none"> A commitment to sound equal opportunities practice and inclusion 	E
Leading & Managing	<ul style="list-style-type: none"> Ability to demonstrate and implement a range of management and leadership styles which encompass appropriate levels of support and challenge. 	E
	<ul style="list-style-type: none"> Ability to solve problems, including when under pressure 	E
	<ul style="list-style-type: none"> Ability to inspire, lead, organise and manage appropriate groups of staff and pupils in the delivery of effective teaching and learning for pupils 	E

Accountability	<ul style="list-style-type: none"> • Ability to discuss the processes, system and provision with regulatory bodies • Ability to evidence, maintain records and manage information related to allocated class • Willing to be held to account 	E E E
Effective Relationships & Networks	<ul style="list-style-type: none"> • Ability to relate effectively with and gain the respect of staff and pupils • Ability to develop appropriate links with parents and the wider community (including external agencies i.e. health & social care professionals) 	E E
Personal Qualities	<ul style="list-style-type: none"> • Personal confidence, presence and authority • Flexibility to work across the School • Ability to remain calm under pressure • Able to communicate with a large number of staff with which you will have to interact • Commitment to leading and managing change for improvement • Enthusiasm and Optimism • Reflective • Creative • Resilient • Excellent organisational skills • Accountable • Proactive • Team player with excellent interpersonal skills 	E E E E E E E E E E E E E

