



Assistant SENDCo – Newcastle Bridges School Person Specification

| Qualifications and Training | Evidenced by |
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| DFE recognised teaching qualification. | DFE / Certificate |
| Evidence of further training in SEND | Application / Interview |
| Be willing to complete the recognised SENDCo qualification if not already achieved. | Application |
| Recent child protection training. | Application |
| Leadership | |
| Knowledge and understanding of the role of the SENDCo. | Application / Interview |
| Experience of additional responsibilities | Application/Interview/References |
| Experience of working with pupils who have additional needs preferably SEMH | Application/Interview/References |
| Experience of delivering a curriculum to meet needs of pupils with identified SEND | Application/Lesson observation/References |
| Thorough knowledge of relevant legislation including the 2015 SEN Code of Practice | Application Interview |
| The ability to think strategically and manage change effectively within an organisation | Application/Interview/References |
| The ability to consult, seek advice and be pragmatic when making decisions | Application/Interview/References |
| Inspire, motivate and support pupils, staff, parents (and carers), governors and the wider community about the work of a school | Application/References |
| Communicate effectively with, listen to, and learn from pupils, staff, parents (and carers), governors and other members of the community | Application/References |
| Ability to work under pressure and prioritise effectively | Application/Interview/References |
| Help promote the professional development of staff. | Application/References |
| Effective use of ICT | Application/Interview task |
| Effective communication skills – verbal and written. | Application/Interview task |



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Person Specification

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|---|---|
| Able to demonstrate the skills of Quality First Teaching through outstanding, teaching and lead by example. | Application/Lesson observation/References |
| Commitment to excellence in education | |
| Knowledge and understanding of recent developments in national SEND policy. | Application/Interview |
| Commitment to raising the academic and personal achievement of pupils with identified SEND. | Application/Interview |
| Understanding of effective assessment in education and its use to promote the academic progression for pupils with identified SEND. | Application/Interview/References |
| A proven ability to deliver a differentiated curriculum to pupils with a diverse range of social, emotional, cultural, intellectual and physical needs. | Application/Lesson observation/References |
| The ability to demonstrate a commitment to inclusion | Application/Interview/Lesson Observation/References |
| The ability to promote a positive ethos and pride in a school and its physical environment together | Application/References |
| The ability to develop and maintain high standards of behaviour among students | Application/Lesson observation/References |
| The ability to raise standards and significantly improve achievement. | Application/Interview/References |
| Skilled at developing children's self-esteem and motivation so that they become resilient, independent learners. | Application/Interview/References |
| Equal Opportunities | |
| Commitment to promoting, implementing and monitoring equal opportunities across all aspects of the school. | Application/Interview/References |
| Values and ethos | |
| To be able to demonstrate a commitment to the values and ethos of PROSPER Learning Trust. | Application/Interview |