



PERSON SPECIFICATION

Post title:	All through Assistant SENDCo
Academy:	Academy 360
Reporting to:	SENDCo
Salary/pay range:	Teachers' Leadership Scale L1 – L3
Hours of work:	Full-time, permanent

The successful candidate will meet the criteria detailed within this person specification. The listed criteria will form the basis of the selection process. Applicants should address all elements of the person specification, indicating experience and where appropriate, citing supporting examples within their application.

Qualifications & training	Essential	Desirable	How identified
Qualified Teacher Status (QTS)	X		Application
A degree qualification in the relevant subject/field		X	
A National Award for SEN Coordination.		X	
Knowledge of evidence-based interventions and adaptive teaching approaches	X		
Personal attributes	Essential	Desirable	How identified
Are highly ambitious for self and organisational growth	X		Application Interview Task
Are brave in leadership decision making, being innovative and forging new paths	X		
Are curious to identify solutions based on rigorous evidence and research	X		
Are determined to overcome obstacles and resilient in the face of challenge	X		
Are fast and nimble to address emerging needs and underperformance	X		
Are good, moral, truthful and treat others with respect	X		
Are open-minded to bringing about extraordinary change which may challenge the norm	X		
Knowledge & experience	Essential	Desirable	How identified
Experience working within an all-through or multi-phase school		X	Application Interview Task
Experience of working with cognition and learning across mainstream and specialist settings	X		

Experience of liaising with external professionals and contributing to EHCP processes	X		
Experience of using assessment data to inform teaching and learning	X		
Evidence of successfully planning and delivering differentiated lessons and interventions.	X		
Demonstrates an excellent understanding of the SEND Code of Practice and inclusive education principles.	X		
Experience of proactive parental engagement to foster pupil success	X		
Skills	Essential	Desirable	How identified
Strong understanding of a range of additional needs (e.g. autism, ADHD, communication and interaction, cognition and learning)	X		Application Interview Task
Has strong communication and interpersonal skills, with the ability to inspire and influence others	X		
Effective classroom management skills	X		
Ability to work collaboratively with colleagues, students and parents	X		
Strong organisational and administrative skills, including maintaining accurate records and contributing to EHCP reviews.	X		
Enthusiastic, flexible and proactive approach	X		
Equal opportunities	Essential	Desirable	How identified
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equality, Diversity & Inclusion policies and practices as they relate to employment issues and to the delivery of services to the community	X		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	X		
Safeguarding	Essential	Desirable	How identified
Committed to the protection and safeguarding of children and young people	X		Application Interview Task
Demonstrates up-to-date knowledge of relevant legislation and guidance in relation to working with young people	X		