

# Person Specification

## Assistant SENDCo – Teaching

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications, and training</b>	<ul style="list-style-type: none"> <li>• Graduate (with a good honours degree).</li> <li>• Qualified Teacher Status.</li> <li>• An excellent teacher.</li> <li>• Commitment to continued professional and personal development.</li> </ul>	<ul style="list-style-type: none"> <li>• Completed SEND related qualifications</li> </ul>
<b>Experience, knowledge and understanding</b>	<ul style="list-style-type: none"> <li>• Up to date knowledge of the inclusion agenda and SEND Code of Practice.</li> <li>• Experience of leading a project/area/or whole school area of responsibility which impacted positively on student progress.</li> <li>• Evidence of leading, supporting and managing others, both individuals and teams and ensuring high quality performance.</li> <li>• An awareness of good practice in identifying individual needs and providing appropriate curriculum provision and intervention.</li> <li>• Ability to exercise firm and fair discipline and develop positive relationships with students, parents, staff and school leaders.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with SEND children and associated agencies.</li> </ul>
<b>Skills and abilities</b>	<ul style="list-style-type: none"> <li>• Well-developed ICT skills and knowledge and experience of how technologies can be used to transform learning and raise achievement.</li> <li>• Ability to inspire young people by providing, through the curriculum, a relevance and context to the wider world / innovative and engaging learning experiences which challenge and motivate students.</li> <li>• Proven ability to identify and implement strategies to raise standards of teaching and learning and student outcomes through line management.</li> <li>• Ability to lead and manage own work effectively and take responsibility for own professional development.</li> <li>• Ability to enhance performance by motivating and developing staff.</li> <li>• Skilled in budget management and deployment of resources.</li> <li>• A student-centred professional.</li> </ul>	

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<p><b>Personal qualities and attributes</b></p>	<ul style="list-style-type: none"> <li>• Have a genuine inner belief that all SEND students can thrive and excel and inspire other to do the same.</li> <li>• Have the highest expectations of all students.</li> <li>• Successful working relationships with colleagues/other stakeholders.</li> <li>• Innovative, able to contribute new ideas and help establish them.</li> <li>• Energy and flexibility.</li> <li>• A professional approach borne out of confidence and effectiveness in role.</li> <li>• Role model of best practice.</li> <li>• Maintain a positive attitude and keep calm under pressure.</li> <li>• Communicate effectively and concisely both in verbal and written form to a variety of audiences.</li> <li>• A high degree of personal and professional integrity, confidence and loyalty.</li> <li>• Emotional and social resilience and intelligence in the face of challenge.</li> <li>• Enthusiasm for and commitment to the achievement of the vision for success at all levels.</li> </ul>	
<p><b>Commitment to</b></p>	<ul style="list-style-type: none"> <li>• Raising standards of student achievement.</li> <li>• Establishing links with HE and industry/business.</li> <li>• Diversity and equality of opportunity in all working practices.</li> <li>• Enhancing the SMSC awareness of young people and modelling British Values.</li> <li>• Ensuring we deliver our curriculum Intent for all students.</li> </ul>	<ul style="list-style-type: none"> <li>• Further career development.</li> </ul>
<p><b>Attendance</b></p>	<ul style="list-style-type: none"> <li>• A good attendance record in current employment, (not including absences due to disability).</li> </ul>	
<p><b>Written application</b></p>	<ul style="list-style-type: none"> <li>• A well-constructed and concise letter of interest showing evidence of knowledge, planning and enthusiasm for the role and for the Academy within the Maltby Learning Trust.</li> </ul>	