**Assistant SENDCo**

**Person Specification**

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| **Attribute** | **Essential** | **Desirable** | **How identified** |
| **Qualifications** | * Good honours degree in relevant subject
* Qualified Teacher Status (or currently an ITT/GTP trainee)
 | * Masters degree in education or similar
 | * Application
* References
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| **Knowledge and skills** | * Very good classroom practitioner
* Detailed knowledge of current developments in education including the use of the Pupil Premium
* Knowledge and experience of intervention strategies
* Ability to put vision into practice
* Ability to devise new resources for learning
* Knowledge and understanding of key government legislation surrounding SEND.
* A in depth knowledge of steps that can be taken to support students with varying forms of SEND.
* Knowledge of the EHCP assessment process.
* Knowledge and understanding of the SEMH panel process.
* Understanding of the key requirements of EHCP’s and how to put in place steps to manage the expectation of these plans.
* Knowledge of the social, emotional and mental health needs of young people.
* Good ICT skills
* An excellent understanding of Positive Discipline.
 | * Able to use interactive ICT systems for teaching and learning
* Ability to teach a second subject
* Evidence of leading high quality extra-curricular activities
* Knowledge of behaviour modification techniques.
* Knowledge of how to deescalate behaviour incidents
 | * Application
* References
* Teaching exercise
* Interview and practical activities
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| **Experience** | * Successful record of teaching including very good exam results at one or more of KS4 & KS5
* Recent experience working in a secondary school.
* Experience working with a variety of external agencies to support young people.
* Experience leading a team of colleagues.
* Experience working within the SEND team in a large secondary school.
* Experience supporting students to overcome personal barriers to academic success.
 | * Experience supporting students to improve behaviours
 | * Application
* References
* Interview and practical activities
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| **Continuous Professional Development** | * Evidence of commitment to continuing professional development.
* Experience providing training to others.
 |  | * Application
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| **Personal Qualities** | * A passion for education and making a difference.
* Excellent communicator.
* Effective team member.
* Drive and determination.
* Ambition.
* Energy, enthusiasm, sense of humour.
* Willingness to contribute to the wider life of the Academy.
 |  | * Application
* References
* Interview and practical activities
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*The GORSE Academies Trust is committed to safeguarding and promoting the wellbeing of all children and we expect our staff and volunteers to share this commitment. The successful candidate will be subject to a Disclosure and Barring Service (DBS) check. We promote diversity and aim to establish a workforce which reflects the population of Leeds.*