

POST TITLE: Deputy SENDCo / Deputy Head of Alternative Learning Faculty

PERSON SPECIFICATION

	Essential	Desirable
Qualifications/ Training	• First degree • Evidence of continuing professional development	• Qualified Teacher Status • Further relevant qualifications or experience • SENDCo qualification
Experience	• 2nd i/c or significant departmental responsibility or SEND role in school or Local Authority. • A successful classroom practitioner with SEND experience or relevant SEND experience in a non-teaching role. • Involvement with staff and programmes to develop the quality of teaching • Working with a team • Analysis of tracking and progress data by SEND group	• Evidence of work on improvement in teaching and learning
Ethos/ Philosophy/ Skills	• A commitment to Inclusion and understanding of issues surrounding SEND support • Ability to have a strategic overview of SEND provision and outcomes • Strong leadership qualities • Clear management strategies • Ability to communicate effectively and relate well to people at all levels • Ability to consult, reflect, analyse, persuade, negotiate and influence both independently and collaboratively • Team player • A commitment to the wider role of the school within the community • Ability to network and promote positive relationships with external support agencies.	
Personal Qualities	• A role model for staff and students • Vision • A positive approach • Enthusiasm and energy • Sensitivity and empathy • Ability to work under pressure • Creative and innovative • Integrity • Ambitious • Sense of humour	