



## LEAD SENDCo: PERSON SPECIFICATION

<b>Qualifications</b>	<b>Essential</b>	<b>Desirable</b>
Degree	✓	
Qualified Teacher Status (QTS)	✓	
Qualified SENDCo	✓	
Evidence of further study in a field relevant to the needs of pupils within a relevant specialist area		✓
<b>Experience</b>		
Substantial teaching experience (Qualified Teacher Status) and a proven track record of success for all SEN pupil groups	✓	
Demonstrable experience of working cooperatively with parents, teachers and other professionals	✓	
Experience of staff management and working as part of a team	✓	
Experience of planning and delivering a programme for professional development	✓	
Experience of transition for students with Special educational needs and empowering learning through supporting outside agencies, ensuring effective quality teaching and implementing intervention techniques	✓	
<b>Skills</b>		
A sound knowledge and understanding of the expectations within all the Secondary phases and the National Curriculum	✓	
An understanding of the needs of children within the relevant specialist area	✓	
A strong knowledge of the SEND legislation and a sound understanding of best practice with regard to inclusion and pastoral care.	✓	
Knowledge of the difficulties experienced by children within the specialist area and strategies / interventions that can be used to support them in educational settings	✓	
A good understanding of curriculum planning.	✓	
Ability to organise work effectively, prioritising and managing time, working under pressure to meet deadlines and setting of personal goals.	✓	
Ability to ensure environments within the Academy are welcoming, inclusive and fully supportive of all children Achieving their very best.	✓	
Commitment to effective and inclusive educational practice and a willingness to respond to the learning needs of all pupils.	✓	
Sensitivity to the needs of the parents, pupils and other professionals.	✓	
Ability to build effective working relationships with staff and other stakeholders	✓	
<b>Other</b>		
Effective communication and interpersonal skills	✓	

A commitment to getting the best outcomes for all students and promoting the ethos and values of the Trust	✓	
Translates the Trust strategy to employees at all levels to enable them to understand and engage.	✓	
<b>Values</b>		
<p>Ability to demonstrate, understand and apply our employee values. These are embedded in all roles and applicants must evidence these values as part of the application process:</p> <ul style="list-style-type: none"> <li>● Ambition without limit</li> <li>● We break down barriers</li> <li>● We turn our best into normal</li> <li>● Every interaction counts</li> <li>● We are a family</li> </ul>	✓	

