

## Person Specification

### Post: SENDCo

Attributes	Essential	Desirable	How identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Good honours degree</li> <li>• National SENCO Award or willingness to undertake</li> </ul>	<ul style="list-style-type: none"> <li>• Postgraduate qualification</li> <li>• Relevant CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Certification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Values driven</li> <li>• Strong teaching ability backed up by good and outstanding outcomes</li> <li>• Tailored teaching that challenges and supports SEND students</li> <li>• Data driven planning to target instruction</li> <li>• High quality curriculum development</li> </ul>	<ul style="list-style-type: none"> <li>• Working in an inner-city area of high deprivation</li> <li>• Responsibility within a school</li> <li>• Leading a department</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• High expectations which motivate and challenge students</li> <li>• Current developments in SEND provision</li> <li>• Management of EHCPs</li> <li>• Individual Education Plans and map provision for SEND students</li> <li>• Needs of SEMH students</li> <li>• Provision for LAC, N2E / EAL</li> <li>• Multi-agency support</li> <li>• Behaviour management to ensure a disciplined and joyful culture</li> <li>• Commitment to safeguarding</li> <li>• Razor-sharp focus on data</li> <li>• Build a cohesive team and create clarity</li> <li>• Support colleagues to bring out the best in them</li> <li>• Good judgement</li> <li>• Build effective relationships with families</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of what makes a Dixons academy different and successful</li> <li>• Coaching and practice</li> <li>• Strong analytical and strategic thinking skills</li> <li>• Simplify complex issues and develop innovative solutions</li> <li>• Specialism in a key SEND category</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Character</b>	<ul style="list-style-type: none"> <li>• Strong moral purpose and drive for improvement</li> <li>• Mission-aligned</li> <li>• Humble and kind</li> <li>• Motivated, enthusiastic and flexible</li> <li>• Excellent interpersonal skills</li> <li>• Good sense of humour</li> <li>• Desire to develop yourself</li> <li>• Ability to give, receive and act on feedback</li> <li>• Strong attention to detail</li> <li>• Ability to work under pressure</li> <li>• Commitment to the full life of the academy</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to offer extra-curricular provision</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>