

Person Specification

Job Title:	SENCO
Salary & Grade:	MPS - UPS
Reports to:	Principal

The White Horse Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We therefore expect all staff and volunteers to work to and within school policies and procedures, including safeguarding, child protection and health and safety.

This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, medical check, evidence of qualifications, plus verification of the right to work in the UK.

	Essential	Desirable	Identification Method
Education & Qualifications			
QTS / Recognised teaching qualification	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
NVQ 4 or equivalent qualification or experience in relevant discipline	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
5 GCSE grade C+ inc. Maths and English	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Relevant Experience			
Experienced Teacher	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Experienced SENCO or have completed the equivalent qualification	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Able to lead and report on the schools SEN/Inclusion work on behalf of the Principal	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Experience of Safeguarding Lead or Deputy Safeguarding Lead	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Line management experience as Team Leader in order to lead and manage the in-school intervention team as well as commissioned services and external agencies	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview

Current/recent experience/high level understanding and application of ESA processes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Current/recent experience/high level understanding and application of SEND policies and code of practice	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Current/recent experience/high level understanding and application of the Safeguarding agenda/child protection policy and practice	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Current/recent experience/high level understanding and application of working with vulnerable families and children	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Skills & Abilities			
Promote the school's aims positively	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Develop good personal relationships within a team	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Excellent time management with ability to prioritise with attention to detail	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Establish and develop close relationships with parents, governors and the community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Communicate effectively (both orally and in writing) to a variety of audiences	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Disposition, Values & Behaviours			
Willingness to attend further relevant study in relation to their role	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Commitment to own professional development	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Interview
Able to negotiate relevant contracts within budget parameters	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Excellent problem solver	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Contacts and Relationships			
Establish constructive relationships and communicate with other agencies / professionals	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview

Deal with complex parent and family situations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Provide advice and guidance to staff and others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Line management of internal intervention team as well as external agency provision / commissioned services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Physical, Mental and Emotional Demands			
Front line working with vulnerable pupils and parents dealing with domestic violence, child protection and SEND	<input type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Quality assuring commissioned provision and holding other to account for service delivery	<input type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Motivating staff and tackling underperformance	<input type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Managing a team	<input type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Line Management	<input type="checkbox"/>	<input type="checkbox"/>	Application Form Interview