

Person Specification

SENDCO and DSL

## Person Specification

### SENDCO and DSL

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| --- | --- | --- | --- | --- |
| **No.** | **Categories** | **Essential/ Desirable** | **Application Form** | **Interview/ Task** |
| **Qualifications** | | | | |
| 1. | Degree | E | **•** |  |
| 2. | QTS | E | **•** |  |
| 3 | Recent participation in relevant professional development | E | **•** |  |
| 4. | Master’s degree or equivalent | D | **•** |  |
| 5. | Evidence of further professional development in the Leadership and Management of whole Academy improvement | D | **•** |  |
| **Experience** | | | | |
| 6. | Successful and effective leadership in raising achievement and attainment | E | **•** | **•** |
| 7. | Effective leadership and management of change | E | **•** | **•** |
| 8. | Successful teaching experience at Key Stages 3 and 4 | E | **•** | **•** |
| 9. | Effective leadership of a team | E | **•** | **•** |
| 10. | Leadership of a subject / year team | E | **•** | **•** |
| 11. | Leadership of whole school initiative | D | **•** | **•** |
| 12. | Developing classroom practice to meet the needs of all learners including those who are most able and those who are SEND | D | **•** | **•** |
| 13. | Experience of managing a significant budget | D | **•** | **•** |
| **Abilities, Skills and Knowledge** | | | | |
| 14. | Experience of using assessment data to identify underachievement and lead successful intervention strategies | E | **•** | **•** |

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| --- | --- | --- | --- | --- |
| 15. | High level interpersonal skills | E | **•** | **•** |
| 16. | Ability to lead effective student achievement and intervention programmes | E | **•** | **•** |
| 17. | A clear vision and understanding of ways to remove barriers to learning | E | **•** | **•** |
| 18. | Ability to communicate effectively in a variety of situations | E | **•** | **•** |
| 19. | The ability to build and sustain effective working relationships with staff, students, Governors and parents / carers | E | **•** | **•** |
| 20. | Ability to plan strategically | E | **•** | **•** |
| 21. | Knowledge of current thinking in promoting the attainment of able students | D | **•** | **•** |
| 22. | Knowledge of current thinking in utilising latest technologies to promote learning | D | **•** | **•** |
| 23. | Knowledge of how to use Pupil Premium funding to bring about sustained improvement | D | **•** | **•** |
| 24. | Experience of working within the Senior Leadership Team | D | **•** | **•** |
| 25. | Experience of reporting to Governors | D | **•** | **•** |
| **Professional Development** | | | | |
| 26. | Commitment to own professional development | E | **•** | **•** |
| 27. | Willingness to complete SEND qualification within 3years | E | **•** | **•** |
| 28 | Evidence of recent training and development | D | **•** | **•** |
| **Personal Qualities** | | | | |
| 29. | Pleasant and friendly manner | E | **•** | **•** |
| 30. | Polite and punctual | E | **•** | **•** |
| 31. | Reliable | E | **•** | **•** |
| 32. | A commitment to working as part of the whole Academy team and  supporting the vision and aims of the Academy | E | **•** | **•** |
| 33. | Commitment to lifelong learning | E | **•** | **•** |
| 34. | Flexibility and adaptability | E | **•** | **•** |