

## **SENCO - Personnel Specification**

This person specification provides an indication of the skills, experiences, abilities and values that we are seeking for in a SENCO. We are interested in candidates with the potential to make a substantial contribution to De Aston and we are committed to developing, through CPD, the successful candidate.

<b>Attributes</b>	<b>Criteria</b>	<b>How Identified</b>	<b>Rank</b>
Education and Training	1. Formal relevant qualification; at least to degree level.	A	Essential
	2. QTS status, with current experience of successful teaching in a secondary school to external qualification level.	A	Essential
	3. SENCO qualification.	A	Essential
	4. Access arrangements qualified.	A	Desirable
Skills and level of experience.	5. Experience of teaching in Key Stages 3 and 4 to achieve consistently strong outcomes.	A & I	Essential
	6. Experience of teaching in Key Stage 5.	A & I	Desirable
	7. Recent evidence of contributing to raising standards of attainment for students with defined learning needs.	A & I	Essential
	8. A clear understanding and implementation of effective teaching and learning strategies that deliver outcomes.	A & I	Essential
	9. Evidence of raising standards within SEND and consistently delivering high levels of progress.	A & I	Essential
	10. A clear educational vision, including the strategic role of SEND across the school, and can successfully implement the vision.	A & I	Essential
	11. Previous experience of leading a Learning Support Department.	A & I	Desirable
	12. The ability to analyse data and to use this analysis to impact on student performance.	A & I	Desirable
Abilities, behaviours, attitudes and values.	13. Ability to work in a way that promotes the safety and wellbeing of children and young people.	A & I	Essential
	14. Great degree of resilience.	A & I	Essential
	15. Seek to help children rather than help themselves through children.	A & I	Essential
	16. Self-aware and sees how their behaviour impacts on children and adults.	A & I	Essential
	17. Open to showing ideas and not work in isolation.	A & I	Essential
	18. Courage to take action to protect children from harm.	A & I	Essential
	19. Able to establish and maintain good professional relationships with learners, parents and colleagues.	A & I	Essential
	20. Experience of working successfully and co-operating as a team member.	A & I	Essential
	21. Able to work on own initiative.	A & I	Essential
	22. Ability to communicate effectively and professionally.	A & I	Essential
	23. Commitment to continued personal development.	A & I	Essential
	24. Enthusiastic and hardworking.	A & I	Essential
Any Additional Factors	25. Willingness to contribute to the extra-curricular provision in the department.	A & I	Essential

### **Key:**

A = Application

I = Interview

*De Aston School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All postholders are subject to a satisfactory enhanced DBS disclosure.*