

Discovery Primary Academy

Person Specification – SENCo

SENCO	ESSENTIAL	DESIRABLE
<p>Education and Qualifications</p>	<p>Education to degree or equivalent level and QTS.</p> <p>Evidence of recent professional development.</p>	<p>Evidence of further professional study in the area of SEN. NASENCO qualification.</p>
<p>Specialist Knowledge and Skills</p>	<p>Knowledge and understanding of the range of complex needs experienced by children who find it challenging to access the normal academy curriculum.</p> <p>Up to date knowledge of curriculum and assessment.</p> <p>Understanding of differentiation and the impact of the development of English across the curriculum.</p> <p>Knowledge of the changes to the SEND Code of Practice 2014 including statutory guidance on EHCPs.</p> <p>Ability to use data and strategic information to raise children attainment.</p> <p>ICT competency.</p> <p>Knowledge and understanding of safeguarding issues.</p>	<p>Understanding of SEN funding.</p> <p>Ability to work with Edukey and other management information systems like Pupil Asset, Bromcom and CPOMS.</p> <p>Knowledge and understanding of inclusion in a whole school setting.</p> <p>Knowledge of KS1 AND KS2 testing and assessment access arrangements.</p> <p>Experience of delivering English and Maths interventions.</p> <p>Experience of EHCP reviews / making requests.</p>
<p>Leadership and Management</p>	<p>Ability to set clear expectations, to demand high standards and to hold others to account.</p> <p>Positive attitude towards change; innovative and self-reflective.</p> <p>The ability to plan and prioritise, to complete tasks efficiently on time and to work with detail.</p> <p>The ability to motivate and enthuse colleagues.</p> <p>Excellent communication and interpersonal skills.</p> <p>Ability to chair meetings effectively and delegate.</p> <p>Good negotiating skills and the ability to diffuse situations.</p> <p>Resilient when faced with complex situations.</p>	<p>Excellent presentation skills with the ability to lead training.</p> <p>Experience of leading a team of teachers and support staff.</p> <p>Experience of working with a variety of SEN in a variety of different contexts.</p> <p>Experience of partnership working with parents.</p>

Relevant Experience	<p>Recent experience in a primary school.</p> <p>Recent experience of leadership.</p> <p>Recent experience of pastoral care.</p>	<p>Successful experience of leading a significant 'new initiative'.</p> <p>Experience of partnership working</p> <p>Recent experience of managing SEND.</p>
Additional Requirements	<p>Commitment to completing NASENCO qualification and to continuous improvement.</p> <p>Commitment to meeting the needs of all children.</p> <p>Sense of humour, presence, drive, passion and flexibility.</p> <p>Able to work independently and as part of a team.</p> <p>Approachable and sensitive to the needs of others.</p> <p>Openness and willingness to address and discuss relevant issues.</p>	<p>NASENCO qualification.</p> <p>JCQ compliant assessor qualification.</p> <p>Willingness to take part in extra-curricular activities, including trips and visits, and to make a significant contribution to the wider life of the academy.</p>