



St John Fisher Catholic High School

Person Specification - SENCO

	ESSENTIAL	DESIRABLE/HELPFUL
EXPERIENCE/ QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified Teacher status • Evidence of involvement in INSET as a participant and as a provider • National Award for SEN Co-ordination, or a willingness to complete it within 3 years of appointment (note: this is a requirement under the SEND Code of Practice) • Experience of Tracking progress and raising the achievement of student groups at whole school level • Ability to build effective working relationships 	<ul style="list-style-type: none"> • Strategic responsibilities in school leadership and management • Experience in a leadership and management role in school
GENERAL AND SPECIALIST KNOWLEDGE	<ul style="list-style-type: none"> • The SEND Code of Practice • 'Quality first' teaching, and of effective intervention strategies • The planning and evaluation of interventions • Data analysis, and the ability to use data to inform provision planning • Effective communication and interpersonal skills • Ability to influence and negotiate • Good record-keeping skills • Planning for the delivery of a broad and balanced curriculum which meets the needs of all learners • Excellent interpersonal and communication skills. • Well-developed multi-tasking and time-management skills. • Ability to build excellent relationships with colleagues and external contacts. 	<ul style="list-style-type: none"> • Current theories of teaching and learning • The principles of community education and parental involvement • Staff development and Performance Management • Monitoring and assessment across a phase or key stage



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SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Use vision, initiative and leadership in making change to enhance and raise standards • Support the work of colleagues and promote staff development • Involve staff, parents and governors in the process of establishing a clear and shared set of aims, objectives and values for the school • Use ICT with confidence 	<ul style="list-style-type: none"> • Show evidence of active involvement in a wider community experience or event.
PERSONAL QUALITIES	<ul style="list-style-type: none"> • A commitment to getting the best outcomes for students and promoting the ethos and values of the school • A commitment to equal opportunities and securing good outcomes for students with SEN or a disability • The ability to work under pressure and prioritise effectively • A commitment to maintaining confidentiality at all times • A commitment to safeguarding and equality. • Supportive of school ethos. • Smart and professional appearance. • Ability to work as an individual or as a member of a team. 	



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ADDITIONAL REQUIREMENTS	<ul style="list-style-type: none">• Operate with the highest standards of personal/professional conduct and integrity• Be willing to work flexibly in accordance with policies and procedures to meet the operational needs of the Trust.• Be willing to undertake training and continuous professional development in connection with the post.• Work in accordance with the Trust's values and behaviours.• Be able to undertake any travel in connection with the post.• Be able to demonstrate sound understanding of equality/diversity in the workplace and services provided.• Be able to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults• Demonstrate a commitment to safeguarding and promoting welfare for all	<ul style="list-style-type: none">• Practising Catholic
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