

**SENCo**

**Person Specification**

|  |  |  |
| --- | --- | --- |
| **REQUIREMENT** | **ESSENTIAL** | **DESIRABLE** |
| **LEGAL REQUIREMENTS** | * Enhanced DBS Clearance including children barred lists |  |
| **QUALIFICATIONS**  Principally assessed through letter and application form | * Completed a course leading to DfE recognised teaching qualification (QTS) * Qualified to degree level * Completed or working towards National SENCo qualification | * NPQSL / NPQML or comparable qualifications * SLE * Masters |
| **EXPERIENCE and PROFESSIONAL COMPETENCE**  Principally assessed through letter, application form | * Extensive experience of working with SEND students * Wide range of learning and teaching skills * Effective lesson planning to meet the needs of all students * Effective classroom management * Ability to engage and motivate all students | * Completed action research in teaching and learning * Experience of developing others (leading CPD, ECT or ITT mentoring) * Currently teaching in a secondary school |
| **KNOWLEDGE**  Principally assessed through letter and interview process | * Up to date subject knowledge * Able to manipulate and analyse pupil data * Monitoring, assessment, target setting, recording and reporting of pupil progress * Current education initiatives * SEND and EHCPs * School self-evaluation | * Current education initiatives that affect the wider school * Knowledge of external agencies |
| **COMMUNICATIONS**  Principally assessed through letter and interview process | * Have excellent written and verbal communication skills * Interpersonal skills |  |
| **PERSONAL ATTRIBUTES**  Principally assessed through references, letter and interview process | * To be committed to safeguarding and promoting the welfare of children and young people * Enthusiasm, energy, vigour, reliability and integrity * Flexibility and willingness to be involved in the school * Committed to teaching and a willingness to continue to learn through professional development * High student expectations * Work effectively as a member of a team * Be an effective role model through presentation and personal conduct * Committed to professionally developing others * Innovative and creative, willing to try and adapt new ideas and approaches |  |