

# Buckler's Mead Academy

## SENDCO

### Person Specification

MANAGEMENT EXPERIENCE		
Evidence of strong leadership skills	E	
Understanding of the characteristics of high quality behaviour and safeguarding	E	
Ability to work under pressure, meet tight deadlines and pay attention to detail	E	
High level of interpersonal skills with the ability to maintain a positive profile with students, staff and parents	E	
Demonstrated the ability to work strategically	E	
Relevant teaching experience in more than one school		D
Substantial and effective leadership at middle leadership level		D
Experience in developing partnerships with organisations outside of education	E	
Experience in selection and appointment of staff		D
Experience of managing financial resources		D
Ability to anticipate problems and identify opportunities	E	
EDUCATION AND QUALIFICATIONS		
Degree or equivalent	E	
QTS	E	
Relevant and current qualification in SEND such as NASENCo or NPQ	E	
Good honours degree		D
Higher degree		D
Relevant accredited or certified further CPD or training		D
TEACHING EXPERIENCE		
Demonstrated sustained, outstanding and successful classroom practice	E	
Evidence of successful outcomes with students of all abilities across KS3 & KS4	E	
A consistently outstanding classroom practitioner with ability to: <ul style="list-style-type: none"> <li>• Set high expectations which inspire, motivate and challenge students</li> <li>• Secure good progress and outcomes by students</li> <li>• Demonstrate good subject and curriculum knowledge</li> <li>• Plan and teach well- structured lessons</li> <li>• Adapt teaching to respond to the strengths and needs of all students</li> <li>• Make accurate and productive use of assessment</li> <li>• Manage behaviour effectively to ensure a good and safe learning environment</li> </ul>	E	
SHAPING THE FUTURE		
Can demonstrate strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision	E	
BEHAVIOUR MANAGEMENT		
Experience of monitoring and evaluating the effectiveness of behaviour management strategies, including outcomes in terms of standards, personal development and well-being	E	
Experience of implementing strategies for improving the quality of behaviour, including promoting excellence and challenging poor behaviour	E	
SAFEGUARDING		
Experience of making, actioning and following through referrals	E	
Experience of working effectively with a wide range of external agencies to support individuals and families	E	
WORKING WITH OTHERS		
Understanding the significance of interpersonal relationships and strategies for promoting individual and team development	E	

Ability to work well with colleagues at all levels and build positive, enduring, professional relationships, knowing how and when to draw on advice and specialist support	E	
Ability to delegate and deploy staff effectively	E	
Effective communication skills, both written and oral with high level communication and presentation skills applicable to a range of audiences	E	
Experience in speaking to large audiences of parents and students		D
Ability to communicate effectively with parents with regard to students' achievements and well-being	E	
<b>STRENGTHENING COMMUNITY</b>		
Understand the importance of listening to, reflecting and acting on community feedback	E	
Experience of strategies that encourage parents and carers to support their children's behaviour, personal development and well-being	E	
Evidence of extra-curricular contribution in current role		D
<b>PROFESSIONAL KNOWLEDGE AND UNDERSTANDING</b>		
Knowledge of current issues affecting education	E	
Understanding of successful behaviour management strategies	E	
Ability to promote high expectations to a range of audiences	E	
Understanding of a teacher's duty of care and safeguarding	E	
Evidence of strong commitment to own professional development		D
Familiarity with SIMS, 4Matrix		D
<b>PERSONAL SKILLS AND ATTRIBUTES</b>		
The ability to communicate effectively with students, staff, parents/carers and the wider community	E	
The ability to embed successful change across the academy by effectively completing tasks and evaluating outcomes with agreed timescales	E	
Able to think analytically and creatively, and demonstrate initiative in solving problems	E	
Be aware of own strengths and areas for development and listen to, reflect constructively and act upon, as appropriate, feedback from others	E	
Able to demonstrate a capacity for sustained hard work with energy and vigour, whilst retaining a good work/life balance	E	
Good IT skills and ability to use relevant applications	E	
Ability to cope with the duties and responsibilities of the post	E	
Patient and persistent	E	
Tactful, respectful and sensitive to the needs of others	E	
Stamina, drive, energy, resilience, enthusiasm and determination to succeed	E	
Ability to reach and justify difficult decisions	E	
Ability to set and achieve realistic goals for staff and for students	E	
Ability to support, motivate and inspire others	E	
Understanding and sensitivity	E	
Ability to establish relationships built on trust	E	
Ability to promote excellence	E	
Commitment to and belief in the equal value of all students	E	