

<b>SENDCo Person Specification</b>	<b>Essential</b>	<b>Desirable</b>
<b>Personal Qualities</b>		
Passionate believer in the concept of servant leadership and the willingness to place students at the centre of all decision making	✓	
Relentless commitment to uphold, nurture and live out the school's Vision, Mission and Underpinning Elements (Dignity, Community, Wisdom and Hope)	✓	
Practising Christian		✓
Solution focused	✓	
Possess the drive, passion and commitment to lead whole school change whilst maintaining a positive disposition and supporting others	✓	
People orientated leader able to inspire commitment, enthusiasm and collegiality from all stakeholders	✓	
Values diversity and the dignity of every individual, recognising their unique God given gifts and talents	✓	
Demonstrates the highest professional standards and expectations at all times	✓	
Able to employ a range of leadership and management styles appropriately, to motivate others	✓	
Team player	✓	

<b>Professional Experience</b>		
SEND leadership experience in secondary education	✓	
Outstanding teaching experience in an 11-18 comprehensive		✓
Proven understanding of current pastoral and learning developments	✓	
A record of recent sustained progress in raising standards in inclusion, with improved outcomes for young people	✓	
Developing and motivating a skilled and effective team	✓	
Proven recent successful experience of the management of whole school change	✓	

<b>Skills, Abilities and Knowledge</b>		
Ability to initiate and maintain innovative learning support systems, including delivery, which creates the capacity for all students to learn	✓	
Demonstrates strong emotional intelligence in relationships with all stakeholders	✓	
Exceptional communication skills which inspire all stakeholders	✓	
Proven capacity to hold self and others to account	✓	

<b>Education</b>		
Good honours degree	✓	
QTS	✓	
National SENDCO Accreditation Award		✓
Qualified to award access arrangements in line with JCQ guidelines		✓
Higher degree		✓
Evidence of recent and regular professional development		✓

