

Person Specification

Assistant SENDCo – Teaching

	Essential	Desirable
Qualifications, and training	• Graduate (with a good honours degree). • Qualified Teacher Status. • An excellent teacher. • Commitment to continued professional and personal development.	• Completed SEND related qualifications
Experience, knowledge and understanding	• Up to date knowledge of the inclusion agenda and SEND Code of Practice. • Experience of leading a project/area/or whole school area of responsibility which impacted positively on student progress. • Evidence of leading, supporting and managing others, both individuals and teams and ensuring high quality performance. • An awareness of good practice in identifying individual needs and providing appropriate curriculum provision and intervention. • Ability to exercise firm and fair discipline and develop positive relationships with students, parents, staff and school leaders.	• Experience of working with SEND children and associated agencies.
Skills and abilities	• Well-developed ICT skills and knowledge and experience of how technologies can be used to transform learning and raise achievement. • Ability to inspire young people by providing, through the curriculum, a relevance and context to the wider world / innovative and engaging learning experiences which challenge and motivate students. • Proven ability to identify and implement strategies to raise standards of teaching and learning and student outcomes through line management. • Ability to lead and manage own work effectively and take responsibility for own professional development. • Ability to enhance performance by motivating and developing staff. • Skilled in budget management and deployment of resources. • A student-centred professional.	

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Personal qualities and attributes	• Have a genuine inner belief that all SEND students can thrive and excel and inspire other to do the same. • Have the highest expectations of all students. • Successful working relationships with colleagues/other stakeholders. • Innovative, able to contribute new ideas and help establish them. • Energy and flexibility. • A professional approach borne out of confidence and effectiveness in role. • Role model of best practice. • Maintain a positive attitude and keep calm under pressure. • Communicate effectively and concisely both in verbal and written form to a variety of audiences. • A high degree of personal and professional integrity, confidence and loyalty. • Emotional and social resilience and intelligence in the face of challenge. • Enthusiasm for and commitment to the achievement of the vision for success at all levels.	
Commitment to	• Raising standards of student achievement. • Establishing links with HE and industry/business. • Diversity and equality of opportunity in all working practices. • Enhancing the SMSC awareness of young people and modelling British Values. • Ensuring we deliver our curriculum Intent for all students.	• Further career development.
Attendance	• A good attendance record in current employment, (not including absences due to disability).	
Written application	• A well-constructed and concise letter of interest showing evidence of knowledge, planning and enthusiasm for the role and for the Academy within the Maltby Learning Trust.	