

PERSON SPECIFICATION

Job Title: Teacher + Senior SENCO KS4

MOA (Method of Assessment)

Method of Assessment (MOA): AF: Application Form, I: Interview, T: Task or Lesson Observation

	Essential	Desirable	MOA
Qualifications and Professional Development			
Qualified teacher status	✓		AF
National Award for SEN Co-ordination		✓	AF
Further qualifications appropriate to the post		✓	AF
Recent relevant in-service training in current education practice		✓	AF
Evidence of further professional training or development		✓	AF
Experience			
Evidence of having worked within an environment that safeguards children	✓		AF/I
Successful appropriate experience of recent teaching experience	✓		AF/I/T
Experience working with SEN	✓		AF/I/T
Experience of teaching at a good or outstanding level		✓	I
Experience of working at a whole-school level		✓	AF/I
Experience of conducting training/leading INSET		✓	AF/I/T
Skills & Abilities			
High level of written and oral communication skills	✓		AF/I
Good organisational skills	✓		I
Good inter-personal skills	✓		I
Ability to relate effectively to pupils, staff and parents	✓		AF/I/T
Ability to work in a team reliably and flexibly	✓		I
Ability to work under pressure	✓		AF/I
Ability to be flexible and work at different sites	✓		I/T
Sound knowledge of the SEND Code of Practice	✓		I



Understanding of what makes 'quality first' teaching, and of effective intervention strategies	✓		AF/I
Ability to plan and evaluate interventions	✓		AF/I
Data analysis skills and the ability to use data to inform provision planning	✓		AF/I
Effective communication and interpersonal skills	✓		AF/I
Ability to build effective working relationships, work with Multi Agency Teams	✓		AF/I
Ability to influence and negotiate	✓		AF/I
Good record-keeping skills	✓		AF/I
Other			
Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school commitment to communicate and involve parents and pupils in the work of the school	✓		AF/I
An awareness and understanding of, and commitment to, equal opportunities	✓		AF/I

James Brindley is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Please be aware that this post is subject to an enhanced DBS clearance check and any offer of employment is made conditional of this. You will also be required to register and pay for the DBS update service and ensure that documentary evidence is produced to ensure annual compliance and updates. You will also be required to provide written consent for the employer to access this information at any time.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

James Brindley Academy undertake to make any "reasonable adjustments" to a job or workplace to counteract any disadvantages a disabled person may have.

