**Person specification – Assistant SENCo**

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| Attributes | Essential | Desirable | How Identified |
| Qualifications, Knowledge & Experience | **Qualifications:*** Qualified Teacher Status
* Good first degree in an appropriate specialism
* Evidence of recent professional development
* Good GCSE qualifications in English and Maths
* Subject related A level

**Knowledge & Experience:*** Knowledgeable about the SEND code of practice.
* Demonstrable knowledge of how students make effective progress
* Evidence of successfully raising attainment in the classroom
* In-depth knowledge of the National Curriculum
* Ability to use ICT in enhancing learning provision
* Record of setting, expecting and maintaining high standards from students
* Innovative and creative approach to learning, with a proven record of results for pupils with SEND
 | Subject SpecialistSubject relateddegree.SEND specific qualifications relevant to the post or a willingness to undertake further training.Experience of inclusive provision and practices which offer quality and opportunity.Understanding of the latest educational research in relation to teaching and learning. Experience and/orqualifications that enable you to be a specialist teacher and assess learners with dyslexia. | A/QA/I/TA/I/RA/I/RA/I/RA/I/RA/I/RA/I/Q |
| Personal Qualities  | * Child-focused, compassionate, kind and selfless
* Commitment to and understanding of, the safeguarding of children and young people
* High expectations of self and others
* Energy, drive and resilience
* Strong commitment to and passionate about improving learning for students
* Ability to evaluate own performance and commitment to continually improving practice through appropriate professional development
* Willing to support and develop whole school SEND, including training and support.
* A committed professional who is ambitious to further develop their career through a bespoke programme of CPD
 |  | A/I/RA/I/RA/I/TA/I/TA/I/TA/R/T/IA/IA/I/R |
| Planning and Organisation | * Excellent classroom practitioner
* Strong organisational and administrative skills
* The ability to effectively implement change and evaluate its impact
 | Ability to contributeto the widerenrichment andenhancement oflearning. | A/TA/I/TI |
| Management & Teamwork | * Creativity, imagination and vision
* Integrity, respect for others and discretion
* A strong and supportive team player
 | Interest incontributing to wholeschool developments.Willingness to contribute to extra-curricular activitiesand being involved in the school as acommunity. | A/I/TA/IA/I |
| Communication and influence | * Strong interpersonal and communication skills
* Ability to communicate effectively with staff, students and parents
* Confidence and competence in using student achievement data

appropriately to support students | Ability to contribute to the wider enrichment of learners. Ability to inspire others about the transformative power of education. | A/II/TA/I/T |

**Key**

A = Application I = Interview P = Presentation

Q = Qualification certificates R = Reference T = Task