

**Bourne Community College**

**Person Specification – SENDCo**

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|  |  | **Essential** | **Desirable** |
| **EXPERIENCE** | Experience of working in a schoolAbility to teach KS3 and examination courses at KS4  | 🗸🗸 |  |
| **SKILLS AND ABILITIES** | Excellent teacher performance in the classroom and ability to utilise an effective range of teaching and learning stylesSound knowledge of the SEND Code of PracticeShow an understanding of what makes ‘quality first’ teaching, and of effective intervention strategies.To provide opportunities for students to develop awareness of cross-curricular themes and key skillsAbility to work under pressure and meet competing deadlinesGood understanding and competence in ICT Excellent organisational skillsExcellent communication skills – written and verbalSet high expectations for student behaviour and establish a clear framework for classroom discipline which promotes self-control, independence and resilience whilst managing students’ behaviour constructivelyWork effectively as part of a team; building effective working relationships with colleagues, students, parents, and other agencies as appropriateCommitted to raising standards in the CollegeHigh level of self-motivation and energy and enthusiasm for the education of young peopleExperience of working at a whole-school levelInvolvement in self-evaluation and development planning | 🗸🗸🗸🗸🗸🗸🗸🗸🗸🗸🗸🗸 | 🗸🗸 |
| **TRAINING** | Willingness to undertake appropriate trainingWillingness to deliver appropriate training within the college according to the CPD plan | 🗸🗸 |  |
| **EDUCATION/****QUALIFICATIONS** | Qualified teacher statusDegree or equivalentNational Award for SEN Co-ordination or willingness to complete within 3 years of appointmentCertificate in Psychometric Testing, Assessment and Access Arrangements or willingness to complete within the first year of appointment | 🗸🗸🗸🗸 |  |
| **OTHER** | Ability to motivate and lead a high performing teamAbility to respond flexibly and adapt to changing and challenging circumstancesAbility to persuade, negotiate, influence, and motivate othersAbility to maintain strict confidentiality of information received and processed as part of the job roleAbility to set and maintain high standardsAbility to project a professional image for the collegeAbility to have a flexible approach to work to meet the needs of the college | 🗸🗸🗸🗸🗸🗸🗸 |  |

May 2018