

**Bourne Community College**

**Person Specification – SENDCo**

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|  |  | **Essential** | **Desirable** |
| **EXPERIENCE** | Experience of working in a school  Ability 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 styles  Sound knowledge of the SEND Code of Practice  Show 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 skills  Ability to work under pressure and meet competing deadlines  Good understanding and competence in ICT  Excellent organisational skills  Excellent communication skills – written and verbal  Set high expectations for student behaviour and establish a clear framework for classroom discipline which promotes self-control, independence and resilience whilst managing students’ behaviour constructively  Work effectively as part of a team; building effective working relationships with colleagues, students, parents, and other agencies as appropriate  Committed to raising standards in the College  High level of self-motivation and energy and enthusiasm for the education of young people  Experience of working at a whole-school level  Involvement in self-evaluation and development planning | 🗸  🗸  🗸  🗸  🗸  🗸  🗸  🗸  🗸  🗸  🗸  🗸 | 🗸  🗸 |
| **TRAINING** | Willingness to undertake appropriate training  Willingness to deliver appropriate training within the college according to the CPD plan | 🗸  🗸 |  |
| **EDUCATION/**  **QUALIFICATIONS** | Qualified teacher status  Degree or equivalent  National Award for SEN Co-ordination or willingness to complete within 3 years of appointment  Certificate 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 team  Ability to respond flexibly and adapt to changing and challenging circumstances  Ability to persuade, negotiate, influence, and motivate others  Ability to maintain strict confidentiality of information received and processed as part of the job role  Ability to set and maintain high standards  Ability to project a professional image for the college  Ability to have a flexible approach to work to meet the needs of the college | 🗸  🗸  🗸  🗸  🗸  🗸  🗸 |  |

May 2018