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 **Person Specification: SENCO**

**This post will be for a SEN Coordinator**

**January 2019 start (or earlier)**

The Person Specification is an important part of the application process and will be used to shortlist candidates.

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|  | Essential | Desirable |
| Qualifications | A relevant degreeQualified Teacher Status/Professional Teaching QualificationEvidence of a commitment to further professional development | Further qualificationsHold or be working towards the National Award for SEN Coordination or equivalent |
| Experience | A minimum of 3 years of post-qualifying teaching experienceExperience of teaching the English National CurriculumWorking with children where English is not their first language (EAL)Running/organising extra-curricular activities. A genuine commitment to the well-being and pastoral care of students from all backgroundsA creative and enthusiastic approach both in and out of the classroomWorking with families and staff to create tailored and measurable IEHCPs  | Experience of:International education (through own schooling, employment at other international schools)Leading a curriculum area (action planning, ordering resources etc.)Leading a curriculum initiative, which has had an impact on the whole schoolComplete diagnostic tracking on a range of interventions Working with children from a wide range of ages |
| Knowledge and Understanding | The Teacher should have excellent knowledge and understanding of:current developments in the SEN code of practice English National Curriculum (willingness to learn)Assessment For Learning (AFL)Monitoring, assessment, recording and reporting of students’ progressEffective teaching and learning stylesDifferent and effective behaviour management strategiesThe theory and practice of providing effectively for the individual needs of all students (e.g. classroom organisation and learning strategies)  | The Teacher may have:experience of writing student progress reportsexperience in writing curricula and school-wide policesPastoral/tutor experience |
| Skills  | The Teacher: has high expectations for all learnersis an excellent classroom practitioner with an understanding of good teaching and how children learn creates a happy, challenging and effective learning environment makes effective use of new technologies for teaching, assessment and administrationis a constructive team player, who can work independently and collaborativelyestablishes and develops effective relationships with all school staff, parents, Board members and the wider communitycommunicates effectively (both orally and in writing) and positively to all stakeholders and a variety of audiencesmanages their time efficiently  | The Teacher: experience of EAL teaching |
| Personal Characteritics/Qualities | The class teacher: demonstrates a high level of professionalism at all times and is a role model for others  is committed to obtaining the highest standards of achievement, and a belief that enjoyable learning is the most effective learning  is committed to the school’s strategic commitment, purpose and intent, has a ‘Growth mind-set’has a forward thinking approachhas an excellent work ethic, with a positive ‘can-do’ attitudeshows a deep respect of different culturesis respectful of a range of religious beliefs and supports the Christian ethos of the schoolmotivates and inspires confidence in students, colleagues and parentsis committed to the wider aspects of school life including extra-curricular activities and the pastoral life of schoolhas a sense of humourflexible and adaptable | Evidence of involvement in the wider school communityflexible and adaptable and can cope with the challenges of a developing country |