

Person Specification

Post: SENDCO

Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Good honours degree • Qualified Teacher Status • National award for SENDCO 	<ul style="list-style-type: none"> • Relevant CPD 	<ul style="list-style-type: none"> • Application
Teaching and learning experience	<ul style="list-style-type: none"> • Values driven • At least one year of successful Middle Leadership experience as Head of Department, Head of Year or SENDCO. • Evidence of outstanding results at every level (classroom teacher and middle leader) • Experience of coaching/mentoring staff to improve learning and outcomes 	<ul style="list-style-type: none"> • Working in a complex urban setting 	<ul style="list-style-type: none"> • Application • Interview
Knowledge and skills	<ul style="list-style-type: none"> • Understanding of the range and variety of educational requirements for students with additional needs • Holding to account leading to impact on standards • Understanding of national context including Ofsted framework • Leading inspirational staff training • Work with external agencies to meet the needs of SEND • Strategic planning processes to meet the needs of students in the medium and long-term future. • Establish successful relationships with stakeholders at all levels • Work in a fast-paced, forward-thinking culture, maintaining a can do and solution-focused approach 	<ul style="list-style-type: none"> • Understanding of what makes a Dixons school different and successful • Leadership of improvement at whole-school level • Strong line-management ability and impact on teams, particularly in relation to improving learning • Leading significant whole-school change successfully 	<ul style="list-style-type: none"> • Application • References • Interview
Character	<ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Dedication to the 'Dixons Difference' and the mission of the Trust • Motivated, enthusiastic and flexible • Excellent interpersonal skills • Aligned to a 'can-do' culture and the continuous drive for improvement • Desire to develop yourself • Ability to receive and act on feedback • Strong attention to detail • Ability to work under pressure • Commitment to the happiness, well-being, self-esteem and progress of all at the school • Excellent record of attendance 	<ul style="list-style-type: none"> • Willingness to offer extra-curricular provision 	<ul style="list-style-type: none"> • Application • Interview • References