



An All-through Co-operative School

“Making School Memorable by Striving for Excellence”

PERSON SPECIFICATION

POST TITLE: SENCO (TLR 1c)

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Good Degree • Clear evidence of continuing professional development • SENCO Qualification or willingness to enroll on and complete the NASENCO Qualification 	<ul style="list-style-type: none"> • MA (or enrolment in programme) or other related CPD
Experience	<ul style="list-style-type: none"> • Substantial and successful experience of teaching and supporting students with a wide range of special needs across the full ability and age range and at examination level (KS4) • Extensive experience of leading, coordinating and monitoring across a Special Needs Department or of a significant area within a SEN Department (e.g. KS3/KS4/Additionally Resourced Provision) • Clear evidence of line managing a team of staff • Wide knowledge of curriculum at KS3 and KS4 • Experience of preparing students for or supporting them following transitions between schools and within school • Clear evidence of raising student achievement within a successful department • Clear evidence of supporting and facilitating inclusive education within a comprehensive school 	<ul style="list-style-type: none"> • Experience in more than one school • Implementing innovative practice that has led to raising standards / improvements in the departments teaching and learning / assessment for learning/outcomes for SEN K students

Knowledge & Understanding	<ul style="list-style-type: none"> • Thorough understanding of Special educational needs and disability code of Practice • Strategies for social inclusion, personalised learning and differentiation across a mixed ability range • Current national developments in education, teaching and learning 	
Skills/Qualities	<ul style="list-style-type: none"> • Excellent organisational skills with the ability to meet deadlines • Ability to gather, analyse and interpret data for effective target setting • Dynamic and innovative approach to teaching and learning developments within a department • Excellent ability to model effective teaching methods in order to raise achievement • Excellent ability to assess and promote students' progress in a variety of ways • Excellent interpersonal and communication skills • Confident use of ICT • Excellent ability to plan strategically in the area of SEND in order to raise achievement • Ability to lead and influence others • Ability to build positive working relationships with colleagues and provide support through coaching/line management • Excellent ability to write clear concise reports for a variety of audiences including the Local Authority • Ability to carry out lesson observations, provide feedback and set suitable targets • Ability to lead, manage and implement changes to the curriculum and in staffing strategy • Ability to motivate and effectively manage students 	

Equal Opportunities	<ul style="list-style-type: none"> • Awareness and commitment to equal opportunities issues and how these can be addressed in a classroom environment • Experience of working in a multi-cultural environment • Committed to the promotion of equal opportunities, fundamental British values** and Co-operative values*** 	
Child Protection	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and people 	
Disposition	<ul style="list-style-type: none"> • Commitment to the comprehensive ideal, social inclusion and to raising standards for all students • To be interested in young people, how they learn and in developing ways of removing barriers to learning • Interest in developing interventions to counteract disadvantage, prevent underachievement and improve the inclusion and attainment of Students with Special Needs • To believe in the importance of team work and a collaborative approach • Commitment to and understanding of collective responsibility and distributed leadership • Willingness to attend outside meetings and to work outside the timetabled day • Flexible approach and a sense of proportion • Ability to work hard, managing competing deadlines, prioritising appropriately and maintaining good humour • To maintain a warm and approachable manner towards staff and students 	

**Fundamental British values - democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs

***Co-operative Values - self-help, self-responsibility, democracy, equality, equity and solidarity in addition to the ethical values of honesty, openness, social responsibility and caring for others.