



Inspiring Learners to Achieve Big Dreams

### Person Specification – Assistant SENCO

Qualification and Experience		Application	Interview	Observation
1.	Qualified Teacher Status, and evidence of appropriate subsequent in-service training and professional development.	X		
2.	Strong academic background with high standards of written English and Mathematics	X		
3.	Proven experience of high standards of classroom practice / provision at a Primary school level	X	X	X
4.	Successful working with external agencies	X	X	
5.	Successful experience of teaching intervention groups to improve outcomes for all children	X	X	X
6.	Confident in using a range of SEND assessments and data	X	X	
Knowledge, Skills and Ability		Application	Interview	Observation
7.	Ability to plan, organise and prioritise work in order to meet deadlines and manage time effectively	X		
8.	Effective behaviour management skills; ability to develop excellent relationships.	X		X
9.	Ability to communicate effectively with all members of the school community and work well as part of a team	X	X	X
10.	Ability to identify and implement successful inclusion strategies for all children, sharing good practice with colleagues	X	X	X
11.	Ability to use a range of Assessment of Learning techniques in order to enhance learning	X	X	X
Knowledge and Understanding		Application	Interview	Observation
12.	A thorough understanding of the national curriculum, ability to plan using key learning outcomes and use assessment outcomes, including AFL, to refine learning opportunities	X	X	X
13.	Know the legal requirements, national policy and guidance on the safeguarding of children	X	X	
14.	Understanding of a range of teaching styles and approaches appropriate for inclusive education that enable all children to make excellent progress, including Assessment for Learning.	X	X	X
15.	Demonstrate a clear understanding of and a commitment to equal opportunities	X	X	X
Personal Qualities		Application	Interview	Observation
16.	Able to demonstrate resilience, and willing to face new challenges with enthusiasm and positivity	X	X	X
17.	Ability to work independently and on own initiative; take responsibility for own professional development	X	X	
18.	Commitment and willingness to meet the needs of our diverse community of children	X	X	X
19.	A commitment to working collaboratively with colleagues		X	X
20.	Sensitivity to vulnerable children's needs and an understanding of the confidential nature of the work undertaken	X	X	X
21.	Creative thinker able to solve problems and trial innovations	X	X	X