



ST JAMES

PERSON SPECIFICATION – SENDCo Full Time

The school is committed to safeguarding the welfare of children and young people and expects all staff and volunteers to share this commitment.

We seek:

- Good honours degree
- QTS, PGCE or relevant teaching qualification
- Good subject knowledge
- Ability to teach core subject
- Ability to articulate and effectively communicate a vision for the Learning Support Department
- Ability to design, deliver and create relevant teaching and assessment resources
- Thorough understanding of public examination syllabi and assessment objectives
- Ability to use and describe a variety of teaching and learning styles to reach students of all abilities
- Commitment to teaching and learning and a willingness to embrace innovation
- Ability to work as part of a team and lead and manage colleagues
- Ability to form and maintain appropriate boundaries with children and young people and emotional resilience in dealing with challenging behaviours
- Excellent communication skills
- Very good in the use of IT
- Excellent organisational skills and a desire to extend teaching and learning beyond the classroom
- Ability to take responsibility and show initiative
- Effective time management skills
- Good health and attendance record
- Commitment to the school ethos and the whole school initiatives
- Willingness to contribute to the extra-curricular programme of the School
- A strong commitment to raising educational attainment for children and young people with SEND, including working with pupils directly and supporting other staff to do so
- A willingness and ability to develop specialist knowledge and keep up to date with local and national policy and developments, including SEND code of practice
- Influencing and negotiation skills - to influence school strategy and policy, secure sufficient internal resources, and secure the necessary support from external agencies
- Leadership skills - to inspire and motivate other teachers, model good practice, and develop a whole school commitment to supporting pupils with SEND
- Interpersonal skills - for building relationships with parents, teachers, and external professionals

- Written communication skills - for writing learning and support plans, reports on pupil progress, and training and guidance for staff
- Organisation and time-management skills - needed for prioritising and balancing a busy and varied workload
- Empathy and emotional intelligence - in order to recognise and be sensitive to the needs of pupils and parents
- Analytical and problem-solving skills - necessary for analysing school, local and national data and developing appropriate strategies and interventions
- Adaptability and a sense of humour
- Good understanding and working knowledge of Health, Safety and Welfare requirements with regards to SEND
- Self-motivated
- Good problem-solver and flexible thinker
- Ability to work under pressure
- Patience
- Expected to offer extra-curricular activity