



PERSON SPECIFICATION

Tower Hill School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



Post Title: SENCO

Education / Qualifications / Knowledge	Essential or desirable	How tested (S) used at shortlisting
Qualified Teacher Status	E	Application Form / Certificates
Evidence of on-going professional development in relation to leadership	E	Application Form / Certificates
The characteristics of effective teaching and learning styles in order to support pupils with SEN	E	Application Form / Interview
The purpose of devising, formulating, implementing and reviewing IEPs	E	Application Form
How the SEN code of practice and equal opportunities legislation operates and how these apply to pupils with Statements as well as those without	D	Application Form
How to communicate information effectively to the LA; external agencies; parents; other schools and pre-school providers	D	Application Form / Interview
Aptitudes and skills		
Commitment and confidence in meeting the needs of SEN pupils	E	Application Form / Interview
Provide professional direction to the work of the others	E	Application Form
Make informed use of specialist resources	E	Interview

Disseminate and encourage the effective application of good practice in other areas of the school to the provision for pupils with SEN	D	Interview
Develop record systems to support the work of school staff	E	Application Form / Interview
That you can judge when to make decisions and when to consult with others, including external agencies	E	Application Form
That you can prioritise and manage your own time effectively, particularly in relation to balancing the demands made by administrative duties: teaching and acting as a resource for others	E	Application Form / Interview
That you are adaptable to changing circumstances and new ideas	E	Interview
That you have taken responsibility for your own professional development	E	Application Form
Your commitment and enthusiasm for teaching	E	Application Form / Interview
Personal attributes		
High levels of enthusiasm, motivation and a commitment to working with children	E	Interview
Excellent interpersonal skills	E	Interview
A commitment to working with all stakeholders in school	E	Application form

Essential – Proven experience as a SENCo

Essential – National Award for SENCo or working towards