

## SENDCo

## Person Specification

Criteria	Essential	Desirable	Evidence
Professional Qualifications and experience	<ul style="list-style-type: none"> <li>• QTS</li> <li>• Degree</li> <li>• Commitment to further professional development (eg NASENCO or other relevant CPD needed for the role)</li> <li>• Understanding of SEND funding and statutory requirements</li> </ul>	Further Degree or relevant qualification NASENCO	<ul style="list-style-type: none"> <li>• AF</li> <li>• C</li> </ul>
Strategic Direction and Development	<ul style="list-style-type: none"> <li>• Successful experience of implementing and managing change.</li> <li>• Experience of school improvement and strategic planning.</li> <li>• A clear vision for the provision of students with special education or behaviour needs.</li> <li>• A meticulous approach to planning, implementing and reviewing</li> </ul>	Experience of strategic leadership	<ul style="list-style-type: none"> <li>• AF</li> <li>• SP</li> <li>• R</li> </ul>
Teaching and Learning	<ul style="list-style-type: none"> <li>• Ability to lead on pedagogy across the whole academy</li> <li>• Maintain the highest expectations of all students</li> <li>• Effective understanding and use of a wide range of learning styles and recognition of individual learning needs</li> <li>• Effective understanding and use of praise and rewards</li> <li>• Effective understanding and use of monitoring and the use of target setting to inform teaching and learning and assess progress</li> <li>• Effective use of assessment for learning to enhance progress and encourage</li> </ul>	Experience of delivery CPD on SEND teaching and learning	<ul style="list-style-type: none"> <li>• AF</li> <li>• SP</li> <li>• R</li> </ul>

	students taking responsibility for their own learning		
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Criteria	Essential	Desirable	Evidence
Personal qualities	<ul style="list-style-type: none"> <li>• A dynamic leader and a team player</li> <li>• Values based but outcomes driven</li> <li>• A genuine care and respect of students and colleagues</li> <li>• Integrity</li> <li>• Sense of humour</li> <li>• Ability to work well under pressure</li> <li>• 'Can do attitude', willing to engage in the whole of the new Academy's life.</li> </ul>		<ul style="list-style-type: none"> <li>• AF</li> <li>• SP</li> <li>• R</li> </ul>
Safeguarding Children	<ul style="list-style-type: none"> <li>• Ability to ensure and deliver effective safeguarding</li> <li>• Commitment to safeguarding and promoting the welfare of children and young people</li> </ul>		<ul style="list-style-type: none"> <li>• AF</li> <li>• SP</li> <li>• R</li> </ul>

Key to method of assessment: AF = Application Form SP = selection process C = Certificate R = References