



## MILLAIS SCHOOL

### **Deputy SENDCO and Leader of Specialist Intervention Person Specification**

<b>Qualification and Experience</b>	<b>Essential</b>	<b>Desirable</b>
▪ Degree and Teaching Qualification	✓	
▪ National Award for SEN Co-ordination (or a willingness to complete it within 3 years of appointment)	✓	
▪ Enhanced DBS	✓	
▪ Ongoing CPD portfolio	✓	
▪ At least 3 years' teaching experience in a Secondary School	✓	
▪ Experience of more than one secondary school		✓
▪ Evidence of successful experience of curriculum/subject development	✓	
▪ Experience of working at a whole-school level	✓	
▪ Involvement in self-evaluation and development planning	✓	
▪ Experience of conducting training/leading INSET	✓	
▪ Experience of successfully managing an aspect of school/curriculum area improvement	✓	
▪ Further degree or diploma		✓
<b>Knowledge, Skills and Abilities</b>		
▪ An experienced and strong classroom practitioner	✓	
▪ Thorough sound knowledge of the SEND Code of Practice		✓
▪ Ability to plan and evaluate interventions	✓	
▪ Data analysis skills, and the ability to use data to inform provision planning	✓	
▪ Understanding of the characteristics of high quality teaching and effective learning	✓	
▪ Evidence of successfully planning and implementing curriculum developments	✓	
▪ Knowledge of current whole school developments in education	✓	
▪ Evidence of effective leadership skills	✓	
▪ Proven ability to work helping improve classroom practice	✓	
▪ Ability to build and work with an effective team	✓	
▪ Excellent written, verbal and non-verbal communication skills	✓	
▪ Ability to see tasks through to a successful conclusion	✓	
▪ Ability to work under pressure, meet tight deadlines and pay attention to detail	✓	

▪ High level of interpersonal skills with the ability to maintain a positive profile with students, staff and parents	✓	
▪ Ability to influence and negotiate	✓	
▪ Good record-keeping skills	✓	
▪ Evidence of having had a positive impact in a middle management role	✓	
<b>Personal Attributes</b>		
▪ Committed to excellence	✓	
▪ Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school	✓	
▪ Enthusiastic with a positive and optimistic outlook	✓	
▪ Resilient	✓	
▪ Patient and persistent	✓	
▪ Tactful, respectful and sensitive to the needs of others	✓	
▪ Ability to work under pressure and prioritise effectively	✓	
▪ Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability	✓	
▪ Commitment to maintaining confidentiality at all times	✓	
▪ Commitment to safeguarding and equality	✓	