

Aston University Engineering Academy  
Personnel Specification - SENCO

		Essential	Desirable
<b>Experience</b>	<ol style="list-style-type: none"> <li>1. Successful experience of working in a SENCO role or similar within an SEN department</li> <li>2. Successful experience of raising the achievement of students with SEN</li> <li>3. Successful experience of using data to track the progress of SEN students</li> <li>4. Successful experience of the development of support strategies for SEN students</li> <li>5. Good or outstanding classroom teacher</li> </ol>		
<b>Qualifications</b>	<ol style="list-style-type: none"> <li>1. Graduate or equivalent, QTS or QTLS</li> </ol>		
	<ol style="list-style-type: none"> <li>2. SENCO qualification</li> </ol>		
<b>Training</b>	<ol style="list-style-type: none"> <li>3. Evidence of relevant and challenging CPD, specifically leadership and management training</li> </ol>		
<b>Special Knowledge and Skills</b>	<ol style="list-style-type: none"> <li>1. High level communication, organisational and management skills</li> <li>2. The ability to demonstrate and articulate high expectations and sets stretching targets for science teaching staff.</li> <li>3. The ability to evaluate colleagues' work and provide supportive feedback securing improvement</li> <li>4. Knowledge and understanding of the principles of assessment and effective record keeping and their use to promote the education, personal development and progression of students</li> <li>5. An understanding of equal opportunities, current educational issues and relevant legislation in secondary education</li> <li>6. Skilled in the use of ICT and possessing understanding of its potential contribution to school provision and improvement</li> <li>7. Highly developed skills of working with people to establish constructive relationships with all stakeholders</li> <li>8. High standard of inter-personal skills and Emotional intelligence</li> <li>9. Highly developed communication skills with a range of audiences</li> <li>10. Ability to manage time and prioritise well, meet deadlines and work under intense pressure</li> <li>11. Role model outstanding science teaching and learning to others</li> <li>12. Command respect of students and staff and be an advocate for the academy</li> <li>13. A strong understanding and commitment to the AUEAs' vision</li> <li>14. Uses all meetings and other planned opportunities to develop learning opportunities and assessment.</li> </ol>		
<b>Personal Attributes</b>	<ol style="list-style-type: none"> <li>1. A pro-active leader with the desire to be accountable for delegated areas of responsibility</li> <li>2. Personal impact and presence</li> <li>3. Honesty, integrity and so builds trust</li> <li>4. Energy, enthusiasm and the ability to keep things in perspective</li> <li>5. A sense of humour</li> </ol>		

	6. Commitment to learning for self and the development of own skills and knowledge		
	7. Commitment to professional development in self and others		
	8. Commitment to safeguarding young people		