

Meols Cop High School

'Inclusive Excellence For ALL'



Special Education Needs Teacher

PERSON SPECIFICATION

SENCO	ESSENTIAL	DESIRABLE
Education & Qualifications	Education to degree or equivalent level + QTS	Evidence of further professional study in the area of SEN
Specialist Knowledge & Skills	<p>An evidence informed teacher with evidence of successful teaching in a secondary school</p> <p>Outstanding knowledge and understanding of the range of complex needs experienced by youngsters who find it challenging to access the normal school curriculum</p> <p>Up to date knowledge of curriculum and assessment, the development of literacy across the curriculum and changes to the code of practice</p> <p>Ability to use data and strategic information to raise student attainment</p> <p>ICT competency</p> <p>Knowledge and understanding of safeguarding issues</p>	<p>Understanding of SEN funding</p> <p>Understanding of the SEN framework used within Sefton, including High Needs Funding and EHC Plans</p> <p>Ability to work with Sims or other management system</p> <p>Knowledge and understanding of inclusion in a whole school setting</p>
Leadership & Management	<p>Ability to set clear expectations, to demand high standards and to hold others to account</p> <p>Positive attitude towards change; innovative and self-reflective</p> <p>The ability to plan and prioritise, to complete tasks efficiently on time and to work with detail</p> <p>The ability to motivate and enthuse colleagues</p> <p>Excellent communication and interpersonal skills</p> <p>Ability to chair meetings effectively and delegate</p> <p>Good negotiating skills and the ability to diffuse situations</p> <p>Resilient when faced with complex situations</p>	<p>Excellent presentation skills with the ability to lead training and meetings if required</p> <p>Experience of working with a variety of SEND in a variety of different contexts</p> <p>Experience of partnership working with parents</p>

Relevant Experience	Recent experience in a comprehensive school Recent experience of leadership and management in the area of SEND	Successful experience of leading a significant 'new initiative' Experience of partnership working
Additional Requirements	Commitment to continuous improvement Commitment to meeting the needs of all students Presence, drive, passion and flexibility Able to work independently and as part of a team Approachable and sensitive to the needs of others Openness & willingness to address & discuss relevant issues	Willingness to take part in extra-curricular activities, including trips and visits, and to make a significant contribution to the wider life of the school

All these specific responsibilities will be undertaken within the context of:

- a. The responsibilities of a schoolteacher as defined in the Conditions of Service
- b. The expectation of standards for Threshold Teachers as defined by the DFE
- c. The expectation of standards for Subject Leaders as defined by the DFE

In addition to all these specific responsibilities the post holder may be required to undertake any additional responsibility within the three TLR Criteria areas that might reasonably be deemed to be part of the job.

These responsibilities may be reviewed at any time with due consultation and will be reviewed every three years as part of the triennial review of staffing and responsibility structures.

December 2017