

Baylis Court School - Person Specification

Position: SENCO

Competency	Description	Essential	Desirable
Skills, Knowledge or aptitudes : e.g. oral, written, IT. Expertise in a specific area that is relevant to the role			
	Detailed knowledge, understanding and expertise in the delivery of the National Curriculum	✓	
	Confidence in and innovative use of ICT and Interactive Whiteboards to enhance learning and raise standards		✓
	Familiarity with Assessment for Learning techniques	✓	
	Working knowledge in assessment of KS3 – KS5	✓	
	Demonstrable skills and evidence of high quality teaching and learning	✓	
	Excellent classroom management skills	✓	
	Evidence of a clear understanding of how children learn and how learning takes place	✓	
	Understanding of SEN funding	✓	
	Ability to use data and strategic information to raise student attainment	✓	
	Knowledge and understanding of safeguarding issues	✓	
	Outstanding knowledge and understanding of the range of complex needs experienced by youngsters who find it challenging to access the normal school curriculum	✓	
Experience relevant to the role: evidence of previous experience of performing tasks required by the role.	Recent experience in leadership and management in the area of SEN	✓	
	Successful experience of leading a significant new initiative		✓
	Experience of working with a variety of SEN in variety of different contexts		✓
	Highly successful UK teaching including exam result success at all key stages		✓
	Evidence of use of strategies for raising achievement and achieving excellence	✓	
Qualifications: specifically needed for satisfactory performance of the role e.g. QTS, ACCA,	Evidence of use of strategies for ensuring inclusion, diversity and access	✓	
	Degree in, relevant subjects	✓	
	A Level or Equivalent in relevant subjects	✓	
	Special Needs Coordination	✓	
	QTS	✓	
	Evidence of further professional study in the area of SEN	✓	
Personal Characteristics: ability to work in a team, willing to take on a leadership role or additional responsibility etc.	Ability to work well independently and as part of a team	✓	
	Willingness to be flexible	✓	
	Demonstrable ability to consistently meet tight and challenging deadlines and targets	✓	
	Highly motivated with a positive attitude	✓	
	Self confidence with emotional resilience	✓	
	Demonstrate personal enthusiasm for and commitment to the learning process with a genuine liking for working with young people	✓	
	Prioritise, plan and organize self	✓	
	Self confident, visionary and able to inspire and enthuse both pupils	✓	
	Ability to chair meetings effectively and delegate	✓	
	Excellent presentation skills with the ability to lead training		✓
	Committed to and passionate about achieving the best outcomes for pupils, the department and the school	✓	