

## **PERSON SPECIFICATION FOR: SENCO**

	ESSENTIAL	DESIRABLE
<b>SKILLS AND ABILITIES</b>		
Enthusiasm for this area of work, based on practical knowledge and experience	Y	
Good communication skills with a range of audiences, ability to relate well to head teacher, class teachers, members of management team, governors, pupils, external partners and parents	Y	
Ability to work successfully within a team, bringing to bear appropriate degrees of creativity, flexibility, self-motivation and independence	Y	
Exemplary qualities of professionalism, loyalty and personal integrity	Y	
Consistent ability to cope with tight deadlines	Y	
Excellent organisation skills and use of ICT to support role	Y	
Discrete and aware of issues of confidentiality	Y	
The ability to understand and produce data regarding students to inform planning and evaluate effectiveness	Y	
Evidence of improved student outcome	Y	
<b>EXPERIENCE</b>		
Teaching experience across either primary or secondary for at least 4 years	Y	
Proven track record of raising standards	Y	
Experience as a SENDCO	Y	
Successful track record of delivering INSET, training and/or professional development	Y	
Experience and qualified to complete KS4 and 5 Access arrangements		Y
<b>TEACHING</b>		
A 'good' or better classroom teacher	Y	
Excellent understanding of effective and engaging teaching methods	Y	
An ability to engage, enthuse and motivate students and plan differentiated lessons to ensure equal opportunity for all	Y	
An understanding of, and an ability to create, a positive climate for learning	Y	
Experience of developing use of ICT in teaching		Y
<b>KNOWLEDGE</b>		
A good knowledge of the SEN provision and strategies, with a comprehensive grasp of management and whole school issues	Y	
Clear understanding of the processes of school improvement, school effectiveness and strategies to translate them into practice	Y	
<b>QUALIFICATIONS</b>		
Relevant degree	Y	
Qualified teacher status	Y	
SENCO Qualification or willingness to complete	Y	
Prepared to take on further relevant study	Y	
<b>OTHER REQUIREMENTS</b>		
Awareness of and commitment to equality of opportunity and inclusion	Y	
Knowledge and understanding of DSEN	Y	
Awareness of Autistic Spectrum Disorders	Y	
Understanding and support for vision, aims and ethos of the school	Y	

Ability to speak with confidence and accuracy, using accurate sentence structures and vocabulary; to choose the right kind of vocabulary for the situation in hand without a great deal of hesitation	Y	
Ability to listen to stakeholders and understand their needs	Y	

Heyford Park Free School is committed to Safeguarding and promoting the welfare of children and young people.

All appointments are subject to satisfactory checks prior to and throughout the duration of employment. All checks are mandatory and must be completed to the satisfaction of the Trust before a conditional offer of employment is confirmed.