



Person Specification

POST: SENDCO
DATE: 20.09.2023

Recruitment and Selection Policy Statement

The Local Schools Committee will ensure that all staff, job applicants, and students seeking admission to the school do not suffer direct or indirect discrimination on the grounds of sex, race, age, disability, sexual orientation, marital status, religion or belief, and are not disadvantaged by any other condition or requirement which cannot be shown to be justifiable

CRITERIA	STANDARD	E/D	MEASURED BY
Qualifications	A graduate in a relevant discipline	E	Application form
	To hold a teaching qualification that is recognised by the DfE	E	Application form
Knowledge	To hold an appropriate SEND qualification	D	Application form
	To have evidence of continuing and recent professional development relevant to the post, commitment to lifelong learning	E	Application form
	Be willing to undertake SEND related training	E	Application form/interview
Skills	Evidence of impact in teaching ideally related to SEND students	E	Application form/interview
	Teaching experience to date is high quality and sustained	D	Application form/interview
	Ability to produce accurate work to tight deadlines under pressure	E	Application form/interview
	Ability to communicate clearly in writing and orally to a variety of audiences	E	Application form/interview
	Ability to deal sensitively with pastoral issues relating to staff and students	E	Application form/Lesson Observation
	ICT skills that reflect the impact of technology in today's classrooms	E	Application form/interview
Attitude	Commitment to the St Martin's School vision	E	Application form/interview

The standards of the job specification are termed as essential (E) or desirable (D)