



The Coleshill School: an 11-19 Business and Enterprise Academy

Person Specification – Aspiring Assistant SENDCo



	Essential Criteria	Desirable Criteria	Measured by: Application form (A) Or Selection process (S)
Qualifications	<ul style="list-style-type: none"> Relevant Degree Qualified Teacher Status 	<ul style="list-style-type: none"> Evidence of further study National Award for SEN Coordination or willingness to undertake Specialist Teacher 	A
Knowledge and Experience	<ul style="list-style-type: none"> Thorough knowledge of the SEN Code of Practice, assessment procedures and the allocation of support and resources Knowledge of differentiation across curricular areas in order to meet the needs of all students In depth knowledge and understanding of tracking and monitoring student progress Awareness of Local Authority procedures and support services Experience of classroom observations and feedback Awareness of Examination Access Arrangements Self-evaluation and Performance Management 	<ul style="list-style-type: none"> Management of a budget Knowledge of proposed changes to funding and national guidance Delivery of training with regard to the support of students with learning difficulties Provision mapping 	A, S
Abilities and aptitudes	<ul style="list-style-type: none"> The ability to support colleagues working with students with learning difficulties to achieve excellent standards of work and conduct in the classroom The ability to lead a team staff and external agencies to ensure the highest standards are achieved across subjects to enable students to progress Outstanding communication, including liaison with Senior staff and Governors and excellent organisation and ICT skills The ability to monitor and evaluate practice within a Faculty to ensure the effective implementation of Faculty Improvement Plans, Performance Management and initiatives A proven track record of raising achievement for students with learning difficulties 	<ul style="list-style-type: none"> The ability to lead whole school development on aspects of Special Educational Needs The ability to teach English/Literacy and/or Maths/Numeracy/ other NC subjects. 	S
Educational Vision and Values	<ul style="list-style-type: none"> A willingness to work an innovative inclusive way with a commitment to Quality and Diversity 		A, S
Personal Qualities	<ul style="list-style-type: none"> Personal integrity and sensitivity An enthusiasm to inspire students and their parents In good health Good sense of humour Proactive problem solver with the ability to make things happen 		A, S

Contra Indicators	<ul style="list-style-type: none">Criminal conviction involving offences against children		A, S
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