

St John Fisher Catholic Voluntary Academy

PERSON SPECIFICATION - SENCO

CRITERIA	ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications	<ul style="list-style-type: none"> • Good Degree in relevant subject. • Qualified Teacher Status (QTS). • Up-to-date knowledge of statutory obligations re: SEND provision. • Undertaken or willing to undertake SENCO Qualification • Detailed knowledge of the SEND Code of Practice. • Good understanding of national, international and research developments in matters relating to SEND. 	<ul style="list-style-type: none"> • Further relevant professional studies in SEND related field. • Potential for future career in SLT. • Expertise in a wide range of SEND issues. • SENCO qualification • Experience in a key SEND role. • Good ICT skills. • NPQML/ SL or similar leadership qualification. • Level 7 qualification in individual specialist assessment or equivalent • qualification to carry out Access • Arrangements assessments. 	<ul style="list-style-type: none"> • Application • References • Certificates
Experience/ Knowledge and skills	<ul style="list-style-type: none"> • Experience in the use of data, tracking and target setting to raise attainment at individual student and cohort level and identify performance. • Ability to lead a team effectively and hold staff to account. • Highly effective and successful teacher with proven track record. • Highly self-motivated and able to energise and motivate others. • Able to prioritise workload and work well under pressure with competing deadlines. • Proven track record of total commitment to helping every student achieve their very best. • Adept at identifying and deploying resources that are highly effective and creative in meeting the needs of individual SEND students. 	<ul style="list-style-type: none"> • Ability to lead various teams. • Proven track record in staying abreast of developments locally, nationally and internationally with respect to SEND. • Experience as a Middle Leader (Head of Subject / Head of House or Key Stage Coordinator). • Good understanding of data protection legislation and guidance. • Experience of procurement and budget management. • Awareness of and contribution to the administration of access arrangements. 	<ul style="list-style-type: none"> • Application form • Letter • Selection Process

	<ul style="list-style-type: none">• Adept in using data to analyse patterns in performance over time that highlight potential gaps in SEND provision.• The ability to think and work strategically and with vision.• An understanding of the principles of management and leadership, with an ability to engage others and the ability/potential to lead a team to achieve its goals.• Good understanding of role of CLA coordinator		
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Personal	<ul style="list-style-type: none"> • Possesses a 'can do' attitude. • Creative and innovative in finding solutions. • Flexible and adaptive to changing needs and priorities. • Passionate about inclusive practice and equality of opportunity in context of a catholic school. • Relentless in finding ways to any remove barriers to success. • Excellent communication skills with both adults and students. • Commitment to the protection/safeguarding of all students. • Self-reflective practitioner who always seeks to improve. • Able to see the 'big picture' in relation to whole school priorities & improvement. • Sense of humour. • Integrity. • Commitment to the aims and values of comprehensive education, the school's vision and ethos and the implementation of its Equal Opportunities Policy and practice. • Understanding of the importance of professionalism and confidentiality. • The potential for further promotion and a commitment to career development. 	<ul style="list-style-type: none"> • Good analytical and problem- solving skills. • Willingness to contribute to the extracurricular life of the school. 	<ul style="list-style-type: none"> • Application form • Selection Process • Reference
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Safeguarding Children	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people. • Must satisfy relevant pre-employment checks, including enhanced DBS checks. • Good knowledge of requirements for Safeguarding and role of DSL 	<ul style="list-style-type: none"> • Child Protection training within the last 12 months. 	<ul style="list-style-type: none"> • Application • Selection process • References
Special Requirements	<ul style="list-style-type: none"> • Working knowledge of the Data Protection Act. • Flexible approach to working hours to meet the needs of the organisation. • To participate fully in the life of the school. • Outstanding role model. 		<ul style="list-style-type: none"> • Application • Selection process