



# Hutton Church of England Grammar School and Sixth Form

## SENDCo

### Person Specification

*Note: Candidates failing to meet any of the essential criteria will automatically be excluded.*

<b>A] Christian ethos</b>	<b>Essential/ Desirable</b>	<b>Source</b>
Fully supportive of the Christian ethos of the school and committed to maintaining and enhancing this distinctive Christian ethos	<b>E</b>	<b>A/I/R</b>
A practising Anglican	<b>D</b>	<b>A/I/R</b>
<b>B] Qualifications</b>		
Qualified teacher status	<b>E</b>	<b>A</b>
Degree or equivalent	<b>E</b>	<b>A</b>
<b>C] Professional development</b>		
Evidence of regular, recent and appropriate professional development for the applicant's current role	<b>E</b>	<b>A/I</b>
Evidence of appropriate experience and qualification for the role of SENDCo (including National Award for SEN Co-ordination qualification)	<b>E</b>	<b>A/I</b>
Has successfully undertaken appropriate safeguarding training.	<b>E</b>	<b>A/I</b>
<b>D] School leadership and management experience</b>		
Recent successful leadership as a SENDCo in a secondary school.	<b>D</b>	<b>A/I</b>
To have taken an active involvement in school self-evaluation and improvement planning.	<b>D</b>	<b>A/I</b>
An understanding of how to effectively deploy staffing and financial resources to support student progress	<b>D</b>	<b>A/I</b>
To have experience of leading continual professional development	<b>E</b>	<b>A/I</b>
<b>E] Experience and knowledge of teaching</b>		
Significant and relevant experience of teaching in the secondary phase	<b>E</b>	<b>A</b>
Evidence of pupils achieving outstanding progress (with particular focus on SEND students)	<b>E</b>	<b>A</b>

Developing and sustaining a learning culture based on the highest expectations and aspirations and encouraging outstanding classroom practice	E	A/I
Improving the quality of learning and teaching, through the pursuit of excellence and challenging poor performance	E	A
<b>F] Professional Attributes</b>		
Demonstrate an understanding of the needs of the pupils at our school and how these could be met	E	A/I
Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies	E	A/I
Excellent written and oral communication skills (assessed at all stages of the process)	E	A/I
Show a commitment to sustained attendance at work	E	I
<b>[G] Personal Qualities</b>		
Continue to promote our strong educational philosophy and values	E	A/I
Inspire, challenge, motivate and empower teams and individuals to achieve high goals	E	A/I
Be a positive role model at all times, a highly effective and respected representative of our school	E	A/I
Be approachable, person centred	E	A/I
Build and maintain quality relationships through interpersonal skills and effective communication	E	A/I
Demonstrate personal and professional integrity, including modelling Christian values and vision	E	A/I
Inspire trust and confidence across the school and community	E	A/I
Think analytically and creatively and demonstrate initiative in solving problems	E	A/I
Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	E	A/I
<b>The supporting letter should be clear, concise and related to the specific post, and should be no longer than 2 A4 typed pages in length using Arial point 11.</b>		