



Bristol Cathedral Choir School SENDCo

Person Specification

Short listing will be based on the criteria listed below. Applicants should therefore show in their application how their skills and experience match those criteria.

Method of assessment: A (application form); I (interview); C (certificates).

Skills and Abilities	Essential / Desirable (E / D)	Method of assessment
The ability to teach literacy and/or numeracy with intervention classes	D	A/I
An inspirational leader, passionate about teaching and learning	E	A/I
Excellent communication skills	E	A/I
Respectful towards all students, with an unshakable belief in their entitlement to a high quality education, whatever their circumstances and ability	E	A/I
ICT Literate	E	A/I
Able to lead, motivate and develop people of all ages to work individually and in teams towards a common goal	E	A/I
Strong organisational skills and ability to work well under pressure, delegate, plan and manage time effectively	E	A/I
The ability to work well with external organisations such as the Cathedral, local primary schools, support agencies and civic groups	E	A/I
Knowledge/Qualifications:	Essential / Desirable (E / D)	Method of assessment
QTS	E	A/I/C
Degree	E	A/I/C
Further Degree or relevant qualifications	D	A/I/C
NASENCO Qualification	D	A/I/C
Commitment to further professional development (eg NASENCO or other relevant CPD needed for the role)	E	A/I
Have a clear understanding and knowledge of best practice relating to Safeguarding	E	A/I

Experience:	Essential / Desirable (E / D)	Method of assessment
Experience of secondary <i>and</i> primary education An understanding of a range of SEND needs Experience of strategic leadership A proven track record of teaching and learning Experience of leading in-service training Familiarity with SEND funding issues	D E D E D D	A/I A/I A/I A/I A/I A/I
Other Requirements	Essential/ Desirable (E/D)	Method of Assessment
Commitment to safeguarding and promoting the welfare of children, young people and adults Committed to raising standards of achievement through innovative practice	E E E	A/I A/I

We are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff and volunteers to share this commitment. All posts at Cathedral Schools Trust are subject to pre-employment checks including, but not limited to, initial and periodic enhanced level checks with the Disclosure and Barring Service.

Cathedral Schools Trust recognises the strength in diversity. Our schools have a wide range of cultural, socio economic and religious influences and we use this to ensure that we broaden our understanding of each other and the world. We welcome applications of all backgrounds but particularly welcome those from BAME backgrounds as we recognise that our staff team does not currently reflect the diversity of our student body. As part of our commitment to equal opportunities, we ask that all applications are made using our application form and are accompanied by an equal opportunities form. The equal opportunities form is anonymous and is not shared with the shortlisting panel.