



## Person Specification

### SENCo

Staploe Education Trust and its schools are committed to safeguarding and promoting the welfare of children and young people, and expects all adults working within our Trust to share this commitment

Attributes	Essential	Desirable
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Degree level qualification</li> <li>• National SENCo qualification at time of appointment</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of further recent training</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Implementing interventions that have been successful in supporting the progress of students with SEND</li> <li>• Evidence of how you have supported colleagues in effectively meeting the needs of students with SEND</li> <li>• Evidence of strong and successful work with parents</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of developing and leading a specialised provision.</li> <li>• Experience in using a wide range of standardised assessment tools.</li> <li>• Evidence of strong and successful work with multi-agency colleagues.</li> <li>• Implementing, assessing and reviewing the impact of statutory provision through students EHCP's</li> <li>• Extensive experience of making successful requests for EHCP assessment</li> <li>• Co-ordinating provision to meet the needs of students with a wide range of learning needs and disabilities.</li> </ul>
<b>Skills, Knowledge and Aptitude</b>	<ul style="list-style-type: none"> <li>• Good knowledge and implementation of the SEND Code of Practice 2015</li> <li>• Good knowledge and understanding of the National Curriculum requirements (Dec 2014) and its means of delivery.</li> <li>• Wide ranging knowledge of barriers to learning and how these can be identified and addressed.</li> <li>• Ability to effectively lead and manage teams.</li> <li>• Clear and incisive communication with colleagues with regard to meeting student needs.</li> <li>• Clear, empathetic and supportive communication with parents.</li> <li>• Effective teaching and learning strategies</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of current issues in education</li> <li>• Knowledge of therapeutic approaches to managing children's behaviour</li> <li>• Ability to speak an additional language</li> </ul>



	<ul style="list-style-type: none"> <li>• Clear understanding of pupils’ educational development.</li> <li>• Knowledge of various approaches to delivering CPD</li> <li>• Effective classroom practitioner which leads to learning for every pupil</li> <li>• Evidence of effective planning, teaching and class management</li> <li>• Effective interpersonal skills to be able to work as part of a team.</li> <li>• Effective verbal and written skills.</li> <li>• Adaptable to change and be flexible.</li> <li>• Ability to be self-motivated with the ability to motivate others</li> <li>• Reflective of their own practice, evaluating performance and being committed to improvement</li> <li>• High expectations and standards</li> <li>• Willing to act upon feedback and open to coaching and mentoring</li> <li>• Enthusiastic</li> <li>• Reliable and have integrity</li> <li>• Stamina and resilience</li> <li>• Confident</li> </ul>	
<p><b>Other</b></p>	<ul style="list-style-type: none"> <li>• Evidence of further professional development and a commitment to your own professional development</li> <li>• Awareness of relevant health and safety issues and the professional duties and accountabilities of a teacher</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to be involved in extra-curricular activities.</li> <li>• Awareness of and willingness to be involved in partnerships that support the school.</li> </ul>

You must meet the essential criteria in order to be shortlisted for this post and it would be advantageous if you meet the desirable criteria