

Person Specification

Post title: Assistant SENDCo / Teacher

Attribute	Criteria	Essential	Desirable
General and special Knowledge skills	<ul style="list-style-type: none"> • A working knowledge of the SEND Code of Practice. 	X	
	<ul style="list-style-type: none"> • Knowledge of the school's role in providing for the individual needs of pupils across the age and ability spectra. 	X	
	<ul style="list-style-type: none"> • An understanding of what makes 'quality first' teaching, and of effective intervention strategies. 	X	
	<ul style="list-style-type: none"> • Data analysis skills and the ability to use data to inform provision planning. 	X	
	<ul style="list-style-type: none"> • Strategies for raising standards of attainment for SEND pupils. 	X	
	<ul style="list-style-type: none"> • Ability to plan and evaluate interventions. 	X	
	<ul style="list-style-type: none"> • Knowledge of progression issues of pupils at key transition points. 	X	
	<ul style="list-style-type: none"> • An understanding of the concept of Equal Opportunities and its application in the life of a school. 	X	
	<ul style="list-style-type: none"> • An understanding of the importance of the teacher as a role model for young people. 	X	
	<ul style="list-style-type: none"> • Knowledge of outside agency support for SEND learners and how to access this. 		X
	<ul style="list-style-type: none"> • Strategies to further the role of parents and carers in the education of pupils and wider life of the School. 		X
	<ul style="list-style-type: none"> • Confidence to deliver school-based training and support to other staff to promote inclusion 		X
	<ul style="list-style-type: none"> • Effective communication and interpersonal skills. 	X	
	<ul style="list-style-type: none"> • Ability to build effective working relationships. 	X	
	<ul style="list-style-type: none"> • Ability to influence and negotiate. 	X	
	<ul style="list-style-type: none"> • Good record-keeping skills. 	X	
Relevant Experience	<ul style="list-style-type: none"> • Recent experience of successful SEND teaching. 	X	
	<ul style="list-style-type: none"> • Experience of working at a whole-school level. 		X
	<ul style="list-style-type: none"> • Involvement in self-evaluation and development planning. 	X	X
	<ul style="list-style-type: none"> • Experience of conducting training/leading INSET. 		
	<ul style="list-style-type: none"> • Experience of working with key stakeholders such as parents, governors, employers etc. 	X	
	<ul style="list-style-type: none"> • Evidence of further professional development in the area of learning support and SEN. 	X	

