**Person specification – Assistant SENCo**

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| Attributes | Essential | Desirable | How Identified |
| Qualifications, Knowledge & Experience | **Qualifications:**   * Qualified Teacher Status * Good first degree in an appropriate specialism * Evidence of recent professional development * Good GCSE qualifications in English and Maths * Subject related A level   **Knowledge & Experience:**   * Knowledgeable about the SEND code of practice. * Demonstrable knowledge of how students make effective progress * Evidence of successfully raising attainment in the classroom * In-depth knowledge of the National Curriculum * Ability to use ICT in enhancing learning provision * Record of setting, expecting and maintaining high standards from students * Innovative and creative approach to learning, with a proven record of results for pupils with SEND | Subject Specialist  Subject related  degree.  SEND specific qualifications relevant to the post or a willingness to undertake further training.  Experience of inclusive provision and practices which offer quality and opportunity.  Understanding of the latest educational research in relation to teaching and learning.  Experience and/or  qualifications that enable you to be a specialist teacher and assess learners with dyslexia. | A/Q    A/I/T  A/I/R  A/I/R  A/I/R  A/I/R  A/I/R  A/I/Q |
| Personal Qualities | * Child-focused, compassionate, kind and selfless * Commitment to and understanding of, the safeguarding of children and young people * High expectations of self and others * Energy, drive and resilience * Strong commitment to and passionate about improving learning for students * Ability to evaluate own performance and commitment to continually improving practice through appropriate professional development * Willing to support and develop whole school SEND, including training and support. * A committed professional who is ambitious to further develop their career through a bespoke programme of CPD |  | A/I/R  A/I/R    A/I/T  A/I/T  A/I/T  A/R/T/I    A/I  A/I/R |
| Planning and Organisation | * Excellent classroom practitioner * Strong organisational and administrative skills * The ability to effectively implement change and evaluate its impact | Ability to contribute  to the wider  enrichment and  enhancement of  learning. | A/T  A/I/T  I |
| Management & Teamwork | * Creativity, imagination and vision * Integrity, respect for others and discretion * A strong and supportive team player | Interest in  contributing to whole  school developments.  Willingness to contribute to extra-  curricular activities  and being involved in the school as a  community. | A/I/T  A/I  A/I |
| Communication and influence | * Strong interpersonal and communication skills * Ability to communicate effectively with staff, students and parents * Confidence and competence in using student achievement data   appropriately to support students | Ability to contribute to the wider enrichment of learners.  Ability to inspire others about the transformative power of education. | A/I  I/T  A/I/T |

**Key**

A = Application I = Interview P = Presentation

Q = Qualification certificates R = Reference T = Task