Person specification – Assistant Headteacher / SENCo

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| Criteria | Essential | Desirable |
| **Qualifications** | * Qualified teacher status
 | * Professional development in preparation for a leadership role
* NPQML or SL
* Accredited SENCo Qualification
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| **Experience** | * Leadership and management experience in a school
* Teaching experience with at least 5 years experience
* Good behaviour management strategies.
* Involvement in school self-evaluation and development planning
* Line management experience
* Experience of contributing to staff development
* An understanding of a range of barriers to learning and how to overcome these
 | * Mentoring experience
* Experience of teaching in all primary age ranges
* Experience of dealing successfully with challenging and sensitive situations
* Managing the co-ordination of Teaching Assistants in support of pupils with SEN across the school
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| **Skills and knowledge** | * Understanding of high-quality teaching, and the ability to model this for others and support others to improve
* Effective communication and interpersonal skills
* Ability to communicate a vision and inspire others
* Ability to build effective working relationships
* Understanding of strategic development
 | * Understanding of the principles of coaching
* Sound understanding of the EYFS
* Knowledge and understanding of the SEN Code of Practice
* Planning and implementing Personalised Provision Plans, including the monitoring, assessment, recording and reporting of pupils’ progress
* Understanding of the EHCP application process and the evidence needed
* Understanding of the role of external services that support the provision for pupils with SEN within schools
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| **Personal qualities**  | * A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
* Ability to work under pressure and prioritise effectively
* Commitment to maintaining confidentiality at all times
* Commitment to safeguarding and equality
* Being a reflective practitioner
 | * A willingness to support extra-curricular activities that fall outside of usual school hours.
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