

Person Specification for **SENCO** at Eastchurch CEP School



Professional Knowledge and Understanding <i>Can you demonstrate</i>	Essential	Desirable	How Assessed
Qualified Teacher Status	✓		Application Form Interview References
SEN qualification or working towards it	✓		
Degree or equivalent	✓		
Evidence of recent relevant professional development	✓		
Successful teaching and learning experience in the primary phase	✓		
Experience of the use of assessment for learning	✓		
Leading an initiative or change in school		✓	
Experience of senior leadership		✓	
The characteristics of effective teaching and learning styles in order to support pupils with SEN?			

Knowledge and Understanding <i>Can you demonstrate</i>	Essential	Desirable	How Assessed
Awareness of current developments in education	✓		Application Form Interview Observation
Knowledge of effective curriculum provision and skills based learning	✓		
Practical understanding of effective learning, teaching and assessment strategies	✓		
Knowledge of the target setting process and how this leads to improved standards		✓	
Knowledge and understanding of assessment data and how this leads to improved standards	✓		
Capacity to take on new ideas and develop them across the school to make an impact on standards	✓		
Knowledge and Understanding of the new SEN Code of Practice	✓		
The purpose of devising, formulating, implementing and reviewing IEPs?	✓		
How the SEN code of practice and equal opportunities legislation and how these apply to pupils with EHCP's as well as those without?	✓		
How to communicate information effectively to the LA; external agencies; parents; other schools and pre-school providers?	✓		

Skills and Attributes	Essential	Desirable	How Assessed
Ability to work independently and as part of a team	✓		Application Form
Ability to support staff to plan for in the teaching and progression of SEN children	✓		
Ability to meet deadlines and prioritise work	✓		
Ability to communicate clearly with colleagues, other agencies, parents and children	✓		
Ability to lead as SENCO and support colleagues in their teaching of SEND and PP children	✓		
Provide professional direction to the work of others?	✓		Interview
Disseminate and encourage the effective application of good practice in other areas of the school to the provision for pupils with SEN?	✓		
Develop record systems to support the work of school staff?	✓		Observation
That you can judge when to make decisions and when to consult with others, including external agencies?	✓		
That you can prioritise and manage your own time effectively, particularly in relation to balancing the demands made by administrative duties; teaching and acting as a resource for others?	✓		References
That you are adaptable to changing circumstance and new ideas?	✓		
That you have taken responsibility for your own professional development?	✓		
Your commitment and enthusiasm for teaching?	✓		

Personal Qualities	Essential	Desirable	How Assessed
A good team player with a good sense of humour	✓		Application Form
An enthusiastic teacher and leader who is innovative, creative and resourceful with a 'can do' attitude	✓		
Approachable and empathetic	✓		Interview
Able to deal sensitively with people and resolve conflict	✓		
Dedication and commitment	✓		References
A passion for teaching and learning	✓		
Commitment to equality of opportunity and to safeguarding and promoting the welfare of children	✓		Observation