# 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 |
| **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 |
| **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 |
| **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. |