

PERSON SPECIFICATION

POST: Leader of Learning Support (SENCO)

SCHOOL: North Gosforth Academy

FACTOR	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
<p>1 SKILLS, KNOWLEDGE AND APTITUDES</p>	<ul style="list-style-type: none"> ▪ A clear understanding of the role of the SENCO in supporting and promoting inclusion ▪ Good organisational skills ▪ Effective record keeping practices ▪ Detailed knowledge of multi-agency working and its impact in schools ▪ Good knowledge and understanding of best practice in supporting students with SEND ▪ Ability to lead a team and influence others 	<ul style="list-style-type: none"> ▪ Experience of working with changing roles and circumstances ▪ Awareness of a range of approaches to managing the EAL and SEN agendas 	<p>Interview Task Application form References</p>
<p>2 QUALIFICATIONS AND TRAINING</p>	<ul style="list-style-type: none"> ▪ QTS ▪ A good degree or equivalent ▪ A professional development record including focus on SEN and EAL ▪ National Award for SEN Coordination or willingness to undertake the award in post 	<ul style="list-style-type: none"> ▪ Evidence of working as a reflective practitioner using a variety of approaches to secure ongoing professional development ▪ SEN/EAL/Exam Access qualification 	<p>Application form</p>
<p>3 EXPERIENCE</p>	<ul style="list-style-type: none"> ▪ Excellent classroom practitioner at secondary level ▪ Record of good practice in teaching small groups of students with SEN ▪ Evidence of a long term interest in SEN and EAL ▪ Evidence of leadership and teamwork activities ▪ Experience of working with parents and external agencies 	<ul style="list-style-type: none"> ▪ Experience of day to day operational management responsibility for the work of other staff 	<p>Application form Interview</p>
<p>4 PERSONAL QUALITIES</p>	<ul style="list-style-type: none"> ▪ A positive response to approaching change and tackling new challenges ▪ Ability to respond consistently and professionally to challenging behaviours of all kinds ▪ Resilience ▪ Willingness to contribute to the life of the school ▪ Sense of humour ▪ Good teamwork and interpersonal skills ▪ Ability to form and maintain appropriate relationships and personal boundaries with students 		<p>Application form Interview References</p>
<p>5 SPECIAL REQUIREMENTS</p>	<ul style="list-style-type: none"> ▪ Satisfactory Enhanced Disclosure with the Disclosure and Barring Service ▪ Occupational Health clearance 		<p>Application form Interview References</p>