

Person Specification

Post: Assistant SENDco

Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Good honours degree • National SENCo Award or willingness to undertake 	<ul style="list-style-type: none"> • Postgraduate qualification • Relevant CPD 	<ul style="list-style-type: none"> • Application • Certification
Teaching and Learning Experience	<ul style="list-style-type: none"> • Values driven • Strong teaching ability backed up by good and outstanding outcomes • Tailored teaching that challenges and supports SEND students 	<ul style="list-style-type: none"> • Working in an inner-city area of high deprivation • Implementing the SEN Code of Practice 0-25 'assess-plan-do-review' cycle, including IEPs or equivalent • Working with teachers to develop resources and strategies for identified SEND students • Supporting students who are Looked After and New to English 	<ul style="list-style-type: none"> • Application • Interview • References
Knowledge and skills	<ul style="list-style-type: none"> • High expectations which motivate and challenge students • Behaviour management to ensure a disciplined and joyful culture • Commitment to safeguarding • Razor-sharp focus on data • Support colleagues to bring out the best in them • Good judgement • Build effective relationships with families 	<ul style="list-style-type: none"> • Understanding of what makes a Dixons academy different and successful • Thorough understanding of the SEN Code of Practice 0-25 and related legislation • Needs of SEMH students • Provision for LAC and N2E / EAL • Multi-agency support 	<ul style="list-style-type: none"> • Application • Interview • References
Character	<ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Mission-aligned • Humble and kind • Motivated, enthusiastic and flexible • Excellent interpersonal skills • Good sense of humour • Desire to develop yourself • Ability to receive and act on feedback • Strong attention to detail • Ability to work under pressure • Commitment to the full life of the academy 	<ul style="list-style-type: none"> • Willingness to offer extra-curricular provision 	<ul style="list-style-type: none"> • Application • Interview • References