

Person Specification

Post: 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
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 • Data driven planning to target instruction • High quality curriculum development 	<ul style="list-style-type: none"> • Working in an inner-city area of high deprivation • Responsibility within a school • Leading a department 	<ul style="list-style-type: none"> • Application • Interview
Knowledge and skills	<ul style="list-style-type: none"> • High expectations which motivate and challenge students • Current developments in SEND provision • Management of EHCPs • Individual education plans and map provision for SEND students • Needs of SEMH students • Provision for LAC, N2E / EAL • Multi-agency support • Behaviour management to ensure a disciplined and joyful culture • Razor-sharp focus on data • Build a cohesive team and create clarity • Support colleagues to bring out the best in them • Good judgement • Build effective relationships with families • Commitment to safeguarding • Microsoft Office, especially Excel, Outlook and Word 	<ul style="list-style-type: none"> • Understanding of what makes a Dixons academy different and successful • Coaching and practice • Strong analytical and strategic thinking skills • Simplify complex issues and develop innovative solutions • Specialism in a key SEND category 	<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 give, 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