



PERSON SPECIFICATION

POST TITLE: SENCO

ATTRIBUTES		ESSENTIAL	DESIRABLE	HOW IDENTIFIED
RELEVANT EXPERIENCE	Experience of teaching in a primary or secondary phase..	✓		A/I/R
	Experience of supporting children with SEND.	✓		A/I/R
	Organisational skills.	✓		A/I/R
	Data analysis and target setting.	✓		A/I/R
	Experience of managing Teaching Assistants.	✓		A/I/R
	Experience and understanding of the process of annual reviews.	✓		A/I/R
	Ability to lead a team		✓	A/I/R
	Ability to support less experienced members of staff.		✓	A/I/R
	Experience of screening students for examination concessions. Or commitment to gain appropriate qualifications/awards.		✓	A/I/R
EDUCATION AND TRAINING	Qualified Teacher Status.	✓		A/I/R
	Degree in relevant and appropriate discipline.	✓		A/I/R
	Postgraduate qualification National Award for Special Educational Needs Coordination (NASENCo) or be open to undertaking this course and completing it within 2 years of taking up the post.	✓		A/I/R
	Evidence of professional development.	✓		A/I/R

	Honours or Higher degree	✓		A/I/R
GENERAL AND SPECIAL KNOWLEDGE	Ability to articulate a sound educational philosophy in line with the Holy Trinity's mission statement	✓		A/I/R
	An understanding of current SEND reforms and legislation.	✓		A/I/R
	Ability to lead staff development on differentiation.	✓		A/I/R
	Knowledge and understanding of the effective use of intervention strategies for SEND students.	✓		A/I/R
	IT skills to support student learning		✓	A/I/R
	Understanding of excellent practice in teaching.		✓	A/I
	Knowledge of recent and planned developments in education.		✓	A/I
	Record of delivering consistently good to outstanding lessons.		✓	A/I
	Ability to deliver appropriate intervention strategies for children with a range of Special Educational Needs.		✓	A/I
SKILLS AND ATTRIBUTES AND EXPERIENCE		✓		A/I/R
		✓		A/I/R
		✓		A/I/R
		✓		A/I/R
		✓		A/I/R
		✓		A/I/R
			✓	A/I/R
		✓		A/I/R
ADDITIONAL FACTORS	Ability and willingness to work with both colleagues and students.	✓		A/I/R
	Commitment to further professional development	✓		A/I/R

	Commitment to Holy Trinity's continued development.	✓		A/I/R
	Team player	✓		A/I/R
	Commitment to extracurricular activities.		✓	A/I/R

A: Application, I: Interview, R: Reference