**Person Specification – Senior Teacher with SENCO responsibility**



**Bellingham Middle School**

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

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| **Area** | **Essential** | **Desirable** |
| **Qualifications** | * Qualified Teacher status, (DfE recognised qualification)
* Nationally recognised SENCO (NASC) Qualification, or, a willingness to undertake the qualification.
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| **Professional Development** | * Committed to own personal development.
* Evidence of continuing professional development relating to Special Educational Needs (SEN).
 | * Specific SEN training e.g Autism, Sp & Lang…
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| **Experience** | * Experience of teaching pupils with a range of special educational needs within a middle school setting.
* Experience of setting outcomes, monitoring, evaluating and recording progress.
* Experience of monitoring teaching and learning activities to meet the needs of pupils with SEN.
* Experience of leading a staff team.
* Experience of developing initiatives in collaboration with other staff.
 | * Experience of delivering training on SEN related topics.
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| **Knowledge** | * Knowledge of a range of SEN (including SEMH, ASD, SpLD) and its impact on the learning of children and young people.
* Understanding of the most effective teaching methods and strategies to meet the identified needs of pupils with SEN.
* Knowledge and understanding of the KS2 and KS3 curriculum.
* Understanding of the SEND Code of Practice.
* Understanding of factors promoting effective transfer from one phase of education to the next.
 | * Understanding and experience of statutory processes, including the review process for SEN and Education, Health and Care (EHC) plans.
* Understanding of the principles behind school improvement planning, monitoring, review and evaluation of progress.
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| **Leadership and Management Skills** | * Ability to communicate effectively and build good relationships with colleagues, pupils and parents.
* Ability to lead and motivate staff and to provide critical support when required.
* Ability to support all staff in understanding the needs of pupils with SEN and identifying the most effective teaching methods for those pupils.
* Ability to give and take advice in a sensitive and reflective manner.
* Ability to address challenging issues with clarity of purpose and diplomacy.
* Ability to make recommendations and decisions that enable pupils to make the best possible progress.
* Ability to work effectively under pressure and to plan, prioritise and meet deadlines.
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| **Personal Qualities** | * Commitment to supporting pupils with SEN so that they are able to fulfil their potential.
* Professional integrity. High, realistic expectations.
* Excellent oral and written communication skills.
* Good presentation and ICT skills with the ability to enthuse and motivate others.
* Ability to work independently, prioritise and manage own workload effectively.
* Ability to remain calm under pressure.
* Enthusiastic, positive and resilient.
* Commitment to team working.
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