**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. |  |
| **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… |
| **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. |
| **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. |
| **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. |  |
| **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. |  |