

## THE BISHOP OF WINCHESTER ACADEMY

### Person Specification- SENCO

#### Ethos

##### *Essential*

- Support the sponsors' vision, Christian Ethos and values that are embedded in the day-to-day and long-term running of the academy.
- Each post holder must share the commitment of the sponsors' principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope.
- All academy post-holders are expected to contribute to the development of young people and the community.

#### Education, Training and Qualifications

##### *Essential*

- Degree in relevant subject
- QTS qualification
- Holder of the national Award for Special Educational Needs Co-Ordinator or Specialist qualification relating to SEN
- Evidence of continuous professional development

##### *Desirable*

- Further qualification in specialist subject(s)
- A recognised HSE First Aid at Work or Emergency First Aid at Work qualification

#### Skills and Abilities

##### *Essential*

- Knowledge and commitment to safeguarding and promoting the general health, safety and welfare of young people
- Sound knowledge of SEND provision
- The principles and practices of strategic and operational planning and delivery
- Knowledge and understanding of effective review and evaluation procedures
- Knowledge of current education issues theory and practice
- Up to date knowledge of specialist subject and curriculum
- Excellent literacy and numeracy skills
- Ability to apply a range of interpersonal skills adapting to suit specific audience
- Demonstrate an innovative approach to teaching and learning
- Ability to lead, motivate and develop others
- Ability to manage difficult situations and work collaboratively to seek resolutions
- Demonstratable ICT skills and ability to analyse data and use it to support strategic planning
- Ability to evaluate and improve the teaching practice of self and others
- Ability to create innovative resources and new learning opportunities
- Ability to manage behaviour of SEND students and respond to challenging situations in a calm and professional manner
- Willingness to take part in extra-curricular activities
- Excellent time management skills and self-motivation
- Understanding of the SEND Code of Practice
- Knowledge of EHCP requests and reviews
- Knowledge and understanding of PEP process for looked after children
- Current knowledge of strategies to improve the quality of learning for SEND students

#### Professional Characteristics

##### *Essential*

- Be fully aware of the principles of safeguarding pupils
- Willingness to work flexibly within the requirements of the school
- Ability to work in collaboration with school staff, particularly those within the classroom
- Demonstrate professional resilience and self-motivation
- Demonstrate a sense of perspective in a range of challenging situations

## Experience

### *Essential*

- An excellent track record or recent, relevant and professional development in SEND
- Proven track record of impacting positively on students with SEND demonstrated with outcomes
- Proven track record of making interventions that have had a positive impact on student progress
- Proven success of effective teaching and learning in specialist subject and curriculum area within a secondary school
- Proven track record of raising standards for students of all abilities
- Experience of leading and managing staff
- Working in partnership with local schools and academies and the wider community
- Experience of high quality and effective communication with parents, students, staff and other organisations and agencies
- Experience in developing, implementing and monitoring practice and policy
- Experience of developing and leading high quality CPD

## Other

### *Essential*

- Fully committed to all Academy Policies.