

## Person Specification

### Post: SENCO

Attributes	Essential	Desirable	How identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Good honours degree</li> <li>• National SENCo Award or willingness to undertake</li> </ul>	<ul style="list-style-type: none"> <li>• Postgraduate qualification</li> <li>• Evidence of relevant CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> </ul>
<b>Teaching and Learning Experience</b>	<ul style="list-style-type: none"> <li>• Strong teaching ability backed up by good and outstanding outcomes</li> <li>• Measurable impact as an individual teacher</li> <li>• Use of innovative approaches to develop teaching and learning, particularly with SEN students</li> <li>• High expectations which motivate and challenge students</li> </ul>	<ul style="list-style-type: none"> <li>• Measurable impact at departmental level</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> <li>•</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• Understand current developments in teaching, learning, SEN provision, school culture and the curriculum</li> <li>• Use data to identify strengths and address under-achievement</li> <li>• Good analytical and strategic thinking skills</li> <li>• Set high standards for others ensuring goals are achieved</li> <li>• Understand needs of BESD students</li> <li>• Produce Individual Education Plans and map provision for SEN students</li> <li>• Oversee LAC, N2E / EAL and anything else under the umbrella</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of what makes a Dixons academy different and successful</li> <li>• Simplify complex issues and develop innovative solutions</li> <li>• Understand when and how to use external agencies to support students social, emotional and academic needs</li> <li>• Knowledge of statutory responsibilities for SEN statements</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Character</b>	<ul style="list-style-type: none"> <li>• Strong moral purpose and drive for improvement</li> <li>• Mission-aligned</li> <li>• Motivated, enthusiastic and flexible</li> <li>• Excellent interpersonal skills</li> <li>• Good sense of humour</li> <li>• Desire to develop yourself</li> <li>• Ability to give, receive and act on feedback</li> <li>• Strong attention to detail</li> <li>• Ability to work under pressure</li> <li>• Commitment to the full life of the academy</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to offer extra-curricular provision</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>