

R A Butler Assistant Headteacher and SENCO Person Specification

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status (E) • National Award for SEN Co-ordination/National Professional Qualification for SEND (NPQSEND), or a willingness to complete it within 3 years of appointment (E) • Degree (E)
Experience	<ul style="list-style-type: none"> • Experienced SENCO (D) • Teaching experience (E) • Experience of leadership working at a whole-school level (E) • Experience of working with children with a range of SEN (E) • Involvement in self-evaluation and development planning (E) • Experience of conducting training/leading INSET (E) • Experience of line managing other staff (D)
Skills and knowledge	<ul style="list-style-type: none"> • Sound knowledge of the SEND Code of Practice (E) • Understanding of what makes 'quality first' teaching, and of effective intervention strategies (E) • Ability to plan and evaluate interventions (E) • Data analysis skills and the ability to use data to inform provision planning (E) • Effective communication and interpersonal skills (E) • Ability to build effective working relationships (E) • Ability to influence and negotiate (E) • Good record-keeping and organisational skills (E)
Personal qualities	<ul style="list-style-type: none"> • Commitment to embodying the school values of 6Rs at all times in own professional conduct (E) • Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school (E) • Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability (E) • Ability to work under pressure and prioritise effectively, delegating where appropriate (E) • Commitment to maintaining confidentiality at all times (E) • Commitment to safeguarding and equality (E) • Ability to keep a 'lightness' and fun aspect of working in school (E)