

Wellspring Academy Trust

Person Specification - Executive SENCO

LaceyField Louth: The Home of Eastfield Infants' and Nursery Academy and Lacey Gardens Junior Academy

- As a leader at LaceyField, you must be passionate about providing the very best opportunities for all of our children, staff and wider community; supporting everyone to become 'the best version of themselves'.
- You will need to accept responsibility for the achievement of the goals you take on, and you will need to think strategically about the relationship between your personal goals and the goals of the school.
- You will need to embrace new initiatives and contribute your ideas about the way forward, keeping the school moving with or ahead of the times, whilst maintaining excellent standards of inclusive education.
- We are seeking a bold, reflective leader who is unafraid to trial new initiatives in pursuit of excellence. You will have the maturity to face the frustrations, turning obstacles into opportunities to strengthen both yourself and the wider inclusion team.
- You must demonstrate a visible passion for inclusive pedagogy, underpinned by a proven track record of teaching excellence across the primary phase.
- You must be able to work productively, constructively and supportively with the Leadership Team and take every opportunity to widen your knowledge of all aspects of whole school leadership and management.
- You will demonstrate a proactive commitment to professional growth, actively seeking to broaden your expertise in holistic school leadership and strategic management.

These responsibilities will be allocated according to the relevant enthusiasms and aptitudes of the Executive Principal and wider SLT across LaceyField. However, it should be anticipated that any member of the Leadership Team might be called upon to lead any of the above areas.



		Essential / Desirable	Identified
Section	Information		
Education and Training			
The Executive SENCO must have:	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) • Evidence of involvement in INSET as a participant and as a provider • Experience in a leadership and management role in a primary setting • National Award for SEN Co-ordination, or a willingness to complete it within 3 years of appointment [note: this is a requirement under the SEND Code of Practice] 	Essential Essential Essential Essential	Application/ Interview Application/ Interview Application/ Interview Application/ Interview
Experience			
The Executive SENCO must have experience of:	<ul style="list-style-type: none"> • Tracking progress and raising the achievement of pupil groups at whole school level • Strategic responsibilities in school leadership and management • Ability to build effective working relationships • Experience across the primary age phase • Experience of leading and managing SEND processes and funding applications • Knowledge and skills to support an existing SEND and Inclusion Team 	Essential Essential Essential Essential Essential	Application/ Interview Application/ Interview Application/ Interview
In addition, the Executive SENCO might have experience of:	<ul style="list-style-type: none"> • Teaching across the primary age range • Working with children from a variety of backgrounds • Experience in a SENCO role within a primary setting • The process of school development and improvement planning • Successful staff recruitment, appointment and induction • Knowledge and Experience of Alternative Provision 	Desirable Desirable Desirable Desirable Desirable Desirable	Application/ Interview Application/ Interview Application/ Interview



	<ul style="list-style-type: none"> ● Experience of establishing resource base provision within a mainstream setting 	Desirable	
General and Specialist Knowledge			
<p>The Executive SENCO must have sound knowledge and understanding of:</p>	<ul style="list-style-type: none"> ● The SEND Code of Practice and associated relevant legislation ● 'Quality first' teaching, and of effective intervention strategies ● The planning and evaluation of interventions ● Data analysis, and the ability to use data to inform provision planning ● Effective communication and interpersonal skills ● Ability to influence and negotiate ● Good record-keeping skills ● Planning for the delivery of a broad and balanced inclusive curriculum which meets the needs of all learners ● Knowledge of adaptive teaching strategies for a wide range of needs ● Staff Development and Performance Management 	<p>Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential</p>	<p>Application/ Interview Application/ Interview Application/ Interview Application/ Interview Application/ Interview Application/ Interview Application/ Interview Application/ Interview Application/ Interview</p>
<p>In addition, the Executive SENCO might also have knowledge and understanding of:</p>	<ul style="list-style-type: none"> ● Current theories of teaching and learning ● The principles of community education and parental involvement 	<p>Desirable Desirable Desirable Desirable</p>	<p>Application/ Interview Application/ Interview Application/Interview w Application/Interview w</p>

Skills and Abilities



The Executive SENCO will be able to:	<ul style="list-style-type: none">● Use vision, initiative and leadership in making change, to enhance and raise standards● Support the work of colleagues and promote staff development● Involve staff, parents and governors in the process of establishing a clear and shared set of aims, objectives and values for the school● Use technology with confidence	Essential Essential Essential Essential	Application/ Interview Application/ Interview Application/ Interview Application/ Interview
In addition, the Executive SENCO might:	<ul style="list-style-type: none">● Show evidence of his or her active involvement in a wider community experience or event.	Desirable	Application/ Interview
Personal Qualities			



WELLSPRING

We Make A Difference

The Executive SENCO must demonstrate:

- A commitment to getting the best outcomes for pupils and promoting the ethos and values of commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability
- The ability to work under pressure and prioritise effectively
- A commitment to maintaining confidentiality at all times
- A commitment to safeguarding and equality
- Operate with the highest standards of personal/professional conduct and integrity
- Be willing to work flexibly in accordance with policies and procedures to meet the operational needs of the Trust.
- Be willing to undertake training and continuous professional development in connection with the post.
- Work in accordance with the Trust's values and behaviours.
- Be able to undertake any travel in connection with the post.
- Be able to demonstrate sound understanding of equality/diversity in the workplace and services provided especially in the access to delivery of the education of pupils and of own non-discriminatory practice and attitude
- Be able to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults
- Demonstrate a commitment to safeguarding and promoting welfare for all

Essential

Application/Interview