



Deputy Special Educational Needs Coordinator Person Specification

Category	Essential	Desirable	Evidence form
Education and Training	<ul style="list-style-type: none"> • Qualified Teacher Status. • Graduate or equivalent in appropriate subject. • Recent evidence of subject based training. • A relevant SEN qualification such as L7 in SpLD or higher. 	<ul style="list-style-type: none"> • Good Honours Degree (First or Second Class). • National Award for SENCOs. • Exam Access Arrangements Assessor Qualifications. • Safeguarding/ Child Protection Qualifications. 	Application form
Experience	<ul style="list-style-type: none"> • Significant successful teaching experience in a secondary school. • Working with pupils with a wide range of SEND. • Teaching across the full ability range in KS3 and KS4. • Attendance at Annual Reviews. 	<ul style="list-style-type: none"> • Working with external agencies. • Experience chairing meetings. 	Application form Letter of application
Knowledge	<ul style="list-style-type: none"> • Excellent working knowledge of how to meet the needs of pupils with a range of SEND • Knowledge of the content, structure and purpose of Education and Health Care Plans • Understanding of the characteristics of high quality teaching. • Knowledge of statutory curriculum, assessment, recording and reporting requirements. • Knowledge of strategies for raising student attainment. 	<ul style="list-style-type: none"> • How to use comparative data, together with information about students' prior attainment, to set targets for improvement. • Up to date knowledge of SEN legislation, including the SEN Code of Practice 2015. • Professional proficiency and experience in the use of ICT. 	Interview References
Leadership Skills	<ul style="list-style-type: none"> • The ability to inspire students and staff. • The ability to lead a team towards a common goal. • Good oral and written communication skills. • The ability to deal sensitively with people, recognise individual needs and take account of these in securing a consistent team approach to raising achievement in the subject. • The ability to solve problems and make decisions. • The ability to take responsibility for continuous professional self-development. 	<ul style="list-style-type: none"> • The ability to teach outstanding lessons and share best practice with others. • The ability to lead staff training to support professional development. • Ability to present to an audience. 	Interview References

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Thamesmead School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Employment is subject to a satisfactory enhance disclosure from the Disclosure and Barring Service (DBS).

	<ul style="list-style-type: none"> • The ability to work under pressure and to meet deadlines. • The ability to analyse, understand and interpret relevant information and data. • The ability to set standards and provide a role model for pupils and other staff, in the teaching and learning of the subject. • The ability to prioritise and manage own time effectively, particularly in relation to balancing the demands made by teaching, subject management and involvement in school development. • The ability to use ICT appropriately. 		
Attributes	<ul style="list-style-type: none"> • Self confidence and initiative. • Reliability, resilience and integrity. • Personal impact and presence. • Enthusiasm and commitment. • Intellectual ability. • Holistic thinking. • Flexibility. • Be suitable to work with children. 	<ul style="list-style-type: none"> • Willing to contribute to the wider life of the school. • Interest and experiences outside teaching. 	Interview References

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