



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

[Type text]

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 enhanced 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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