



Person Specification

Post: Assistant SENCo

Location: The Pilgrim Pathways School, Addenbrooke's, Ida Darwin Site, Cambridge and all the sites from which PPS operates

The following criteria are appropriate for this post. You must meet the essential criteria in order to be shortlisted for the post and it would be advantageous if you meet the desirable criteria.

Education, Qualifications & Training

Essential	Desirable
Good honours degree in a core subject, humanities or primary education	Recent experience in mental or physical health
Qualified Teacher Status (QTS).	Higher level qualification in educational field
GCSE grade C or higher in Maths, English & science	Training in mental health in young people
	Recent mainstream teaching experience
	SENCo qualification

Experience & Knowledge

Essential	Desirable
Experienced primary or secondary school SENCo/ assistant SENCo with a track record of outstanding practise.	Particular expertise of working in alternative education provision for example, medical needs or SEMH provision
Knowledge of SEND strategies and inclusive practice	Knowledge of a range of issues relating to education of pupils with mental health difficulties.
Experience of monitoring and tracking pupil progress	Experience of working in special educational needs
Experience adapting curriculum to individual needs	The ability to work jointly with mainstream schools and outside agencies
Experience of SEND processes: APDR paperwork, EHCNAs, EHCP reviews	The ability to work within a multi-disciplinary team
Excellent AfL strategies in teaching and learning within a bedside (1:1) and classroom setting	Experience of working in 1:1 teaching situations
ICT skills to meet both curricular and administrative needs	Experience of leading PHSE
Thorough knowledge of child protection and safeguarding practices	
The willingness to teach 1 core subject at KS1, 2 & 3 OR KS2, 3 & 4	

Skills & Attributes

Essential	Desirable
Ability to empathise, support and work sensitively with individual, including pupils and their families.	
Ability to work under pressure and keep calm	
Ability to respond flexibly to a range of problems	
Ability to write accurate assessment reports as part of the monitoring of the pupils for the multi-disciplinary team meetings	

Experience with writing SEND documentation including but not limited to EHCPs, APDR, detailed progress notes	
A creative and innovative thinker who can create meaningful programmes of study for students who have been struggling with school attendance for some time	
Ability to understand the importance of continuing education and reintegration	
Ability to be an effective team player that works collaboratively and effectively with others	

Professional Qualities

Essential	Desirable
Demonstrable passion for educating children with a range of SEND needs and supporting them to make meaningful progress in innovative and creative ways	
An excellent communicator who is able to work effectively with pupils, parents, colleagues, members of the NHS multi-disciplinary team and outside agencies	
Ability to establish productive working relationships and work well in a team	
Commitment to equality of opportunity and high aspirations for the achievement of all pupils	
Evidence of commitment to the safeguarding of all young people	
A personal commitment to the continuing development of teaching skills in order to have a positive impact on pupil outcomes	
High levels of literacy	

Personal Qualities

Essential	Desirable
Enthusiasm, energy and a sense of humour	
Approachable, friendly and patient	
Able to prioritise and meet deadlines	
Ability to maintain clear boundaries with vulnerable young people who have range of mental health problems	
Demonstrates personal enthusiasm for the learning process	

Equal Opportunities

Essential	Desirable
An understanding of equal opportunities and rights of all young people.	
Willingness to provide access to education for all students.	

Other

Essential	Desirable
Clean driving licence	

Pilgrim Pathways School Management Committee is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced Disclosure and Barring Service check (DBS) will be carried out on all successful candidates.