



**Person Specification**  
**SENCo**  
**St Helena School**

Qualifications and Experience	Essential	Desirable
<ul style="list-style-type: none"> <li>Qualified Teacher Status in the UK</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Teaching Experience within the secondary sector</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Established and evidenced practice with children with a variety of SEND</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Already holds/willing to complete the National Award for SEN Co-ordinator</li> </ul>	✓	
Professional Knowledge and Understanding	Essential	Desirable
<ul style="list-style-type: none"> <li>An outstanding classroom practitioner across all key stages</li> </ul>	✓	
<ul style="list-style-type: none"> <li>An excellent knowledge of a range of teaching, learning and behaviour strategies</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Planning and delivery of clear, focussed, successful lessons</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Knowledge of the SEND Code of Practice</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Knowledge of specific areas of SEND (e.g. ASD, ADHD, SEMH)</li> </ul>	✓	
Abilities and Skills	Essential	Desirable
<ul style="list-style-type: none"> <li>Ability to adapt teaching to meet the needs of all learners</li> </ul>	✓	
<ul style="list-style-type: none"> <li>The ability to raise student achievement across the full age and ability range</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Able to build positive working relationships with learners and develop a calm and safe environment for learning</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Excellent knowledge assessment of learning and evident of how this has been used effectively in the classroom</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Sound knowledge of safeguarding procedures</li> </ul>	✓	
<ul style="list-style-type: none"> <li>The ability to lead, manage, develop and inspire people individually and as a team.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Evidence of using provision well to meet the needs of learners with SEND</li> </ul>	✓	

● Involvement of contributing to One Plans	✓	
● Knowledge of the range and type of interventions and provision available	✓	
● Experience of analysing and interpreting data		✓
● Experience of giving constructive feedback to colleagues	✓	
● Evidence of working with external agencies		✓
● Evidence of working with school governors		✓
<b>Personal</b>	<b>Essential</b>	<b>Desirable</b>
● High expectations of self and of others	✓	
● Self motivated, able to work on initiative and manage own workload	✓	
● Ability to work to deadlines and well under pressure	✓	
● Able to prioritise and manage time effectively	✓	
● Able to work well individually and contribute to a team	✓	
● Able to have a positive working relationship with all colleagues	✓	
● Confident in working with families outside of own classes	✓	
● Approachable and flexible	✓	
● An open, inquiring mind	✓	
● A commitment to promoting equality, diversity and inclusion in school	✓	

**GREATER THAN THE SUM OF ITS PARTS**