



## PERSON SPECIFICATION: Head of Learning – SEND & Inclusion Lead (SENCo)

	Essential Attribute	Identified by
Qualifications	<ul style="list-style-type: none"> <li>University Degree to Honours.</li> <li>Appropriate professional teaching qualifications.</li> <li>Continuous and relevant professional development.</li> <li>Relevant SENCO qualification/working towards or willing to work towards mandatory qualification within 3 years of appointment</li> </ul>	A A A A
Experience	A proven track record as an outstanding SEND practitioner. Experience of: <ul style="list-style-type: none"> <li>raising attainment of all students.</li> <li>Successful and relevant curriculum development that has raised attainment of students of all abilities.</li> <li>Successful experience of managing and supporting student guidance and behaviour.</li> </ul>	R L I  L I A I R  A I R
Knowledge and Skills	Ability to demonstrate: <ul style="list-style-type: none"> <li>Knowledge and understanding of the curriculum</li> <li>A sound and up to date knowledge and understanding of national priorities, current curriculum development and an ability to design and implement curriculum based on students' needs</li> <li>A thorough understanding of quality assurance techniques</li> <li>An appreciation of student motivation</li> <li>An understanding of how professional development contributes to raising standards</li> <li>Evidence of successful teaching experience</li> <li>Resilience and the ability to manage in high pressured environments.</li> <li>A high level of organisational skills.</li> <li>Excellent communication and interpersonal skills.</li> <li>Productive relationships with key stakeholders including students, parents/carers and staff and to command their confidence.</li> </ul>	L I  L I  A I  L I  L I  A L I R  L I R  L I R  L I R  L I R

	<ul style="list-style-type: none"> <li>• High aspirations and expectations for all young people.</li> <li>• The confidence to promote Prenton High School to young people, parents/carers and employers.</li> <li>• Use of new technologies to enhance teaching and learning outcomes.</li> <li>• Accurate and effective interpretation of performance data to set targets and raise standards.</li> <li>• Effective implementation of a range of assessment for learning strategies.</li> <li>• An understanding of the challenges experienced by young people from a diverse range of backgrounds and implement strategies to overcome them.</li> <li>• Effective team work as well as able to work independently and show initiative.</li> <li>• The ability to make sound judgments based on objective criteria</li> <li>• Management of the process of change effectively and thereby deliver major projects through to a successful outcome by continuously reviewing and evaluating progress</li> </ul>	L I R  L I R  L I  L I  L I  L I  L I R  L I
Other Requirements	<ul style="list-style-type: none"> <li>• A personal concern and warmth for the success and wellbeing of students and colleagues.</li> <li>• A commitment to Equality of Opportunity.</li> <li>• A willingness to embrace change.</li> <li>• The personal capacity to deal directly and thoroughly with problems and to see them through in a detailed and complete manner.</li> <li>• A commitment to making a positive difference to day to achieve a better tomorrow for all of our students.</li> </ul>	L I R  L I R  L I R  L I R  L I

	Desirable Attributes	Identified by
Qualifications	<ul style="list-style-type: none"> <li>• Specialist SEN teaching qualifications (e.g. Dyslexia teacher)</li> </ul>	A
Experience	<ul style="list-style-type: none"> <li>• Experience of working as a Form Tutor.</li> <li>• Teaching experience in all key stages</li> <li>• Evidence of improving teaching and learning through schemes</li> </ul>	A L I  A  A L I

	<div>of work, assessment and extra-curricular activities.</div> <ul style="list-style-type: none"><li>• SENCo experience in a secondary school</li></ul>	A
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