

Haydock High School



Teacher – SENCO

Person Specification

		<i>Essential</i>	<i>Desirable</i>	<i>Identified</i>
1.	Qualifications			
	Qualified Teacher Status	✓		A/C
	A degree relevant to subject area	✓		A/C
	SENCO Qualification or willingness to enrol on and complete the NASENCO qualification	✓		A/C
2	Experience			
	Evidence of consistently good and outstanding teaching and pupil progress	✓		A/I/R
	Substantial and successful experience of teaching and supporting students with a wide range of special needs across the full ability and age range and at examination level (KS4)	✓		A/I/R
3	Skills, Knowledge and Abilities			
	To have an in-depth knowledge of SEND strategies		✓	I/R
	To be an outstanding teacher and role model	✓		I/R
	To select and use ICT as appropriate	✓		I/R
	Evidence to support relevant CPD	✓		A/I/R
	Experience of Performance Management involvement as a Reviewer		✓	I/R
	Evidence of highly successful classroom teaching and behaviour management	✓		A/I/R
	Excellent planning, organisation and monitoring skills	✓		A/I/R
	A good understanding of how best to utilise student data	✓		A/I/R
	The ability to meet deadlines	✓		I/R
	To hold a vision for the department which matches that for the school	✓		I/R
	Communicates well with students, parents and colleagues	✓		I/R
	Evidence of significant leadership		✓	I/R
	Evidence of effectively liaising with other staff and outside agencies	✓		A/I/R
4	Personal Qualities			
	To be child centred	✓		A/I/R
	To be an outstanding collaborative team player	✓		I/R
	To be able to work successfully under pressure	✓		I/R

	To work successfully using own initiative	✓		I/R
	Possess excellent communication and negotiation skills	✓		I/R
	Possess good time management skills	✓		I/R
	To be fully inclusive	✓		I/R
	Be prepared to work out of hours in support of extra-curricular activities	✓		I/R
	Displays an awareness, understanding and commitment to the protections and safeguarding of children and young people	✓		A/I/R
	Supportive of colleagues	✓		I/R
5	Other Circumstances			
	An ability to fulfil all spoken aspects of the role with confidence through the medium of English	✓		I

Key: C – Certificates

A – Application form

I – Interview

R - Reference