

St. Oscar Romero Catholic School
Person Specification
SENCO

Essential	Desirable
<i>Experience, qualifications and skills</i>	
<ul style="list-style-type: none"> • Qualified Teacher status • National Award for SEN Co-ordination (or in the process of completing the award) • Highly effective classroom teacher • Sound knowledge of the SEND Code of Practice • Understanding of what makes 'quality first' teaching, and of effective intervention strategies • Experience of performance management • Good knowledge of using data systems for monitoring, evaluation and review to inform intervention. • Good record-keeping skills • Be comfortable with and have good competence in literacy, numeracy and ICT. • Strong knowledge of safeguarding. 	<ul style="list-style-type: none"> • Experience of working with others in the wider community • Experience as a performance manager/reviewer • Good understanding of SEND/EAL/CLA and basic skills of numeracy and literacy. • Further degree or education related qualification.
<i>Leadership and Management</i>	
<ul style="list-style-type: none"> • The ability to build, trust, lead and motivate • Experience of school leadership at some level • Experience of monitoring of the quality of teaching and learning to drive improvement and raise standards. • Experience of leading Teaching Assistants effectively and to rapidly drive up progress. • Experience of facilitating access arrangements successfully. • Ability to use data effectively to drive rapid improvement. • A clear vision and the ability to articulate and put it into practice successfully • Implementation of current national initiatives and the SEND Code of Practice. • Carrying through change and innovation • The ability to anticipate and solve problems • Ability to work under pressure and prioritise effectively • Strong team player and leader as necessary 	<ul style="list-style-type: none"> • Being adept at developing staff's strengths • Experience of working with a committed Governing Body • Experience of working with a senior leadership team.

People and Relationships	
<ul style="list-style-type: none"> • Establishing constructive partnerships with parents • Establishing constructive partnerships with outside agencies and the LA • The ability to champion the needs of the SEN Child in a compassionate but effective manner. • The ability to earn the confidence of the whole community 	<ul style="list-style-type: none"> • Experience of working with the LA and outside agencies.
Personal Qualities	
<ul style="list-style-type: none"> • A strong commitment to improving educational opportunities and raising standards of achievement for pupils with SEN and disabilities. • Adaptable and flexible. • High expectations • Openness and enthusiasm • A 'growth mind-set' philosophy. • Good interpersonal and listening skills, and a commitment to genuine consultation • Good and confident communication skills • A strong commitment to staff development, team working coaching and empowerment • Fairness, resilience and a good sense of humour • Analytical thinker • Sensitive problem solving skills 	
Others	
<ul style="list-style-type: none"> • Committed to promoting a Catholic ethos • A passion for learning • Ability to diagnose and intervene to improve performance for adults/students • Desire to improve inclusivity • A commitment to providing every child with the best educational experience possible. 	