



SENCO - Person Specification

	JOB REQUIREMENT	Evidence	Scoring Method
Qualifications and experience	Honours degree in relevant specialism.	A	Pass/Fail
	QTS	A	Pass/Fail
	NASENCo Qualification/NPQ SEND or willingness to work towards	A	Pass/Fail
	Significant experience of working with children/young people with SEMH	A	Pass/Fail
	Experience of working in challenging settings is desirable	A	Pass/Fail
	Successful impact of working with student groups – SEND, Disadvantaged & Children Looked After (CLA)	A	Pass/Fail
Knowledge and Skills	Ability to implement the characteristics of high-quality teaching in line with all Teachers' Standards	A/I	Numerical Scale
	Demonstrates effective communication skills (both orally and in writing), relevant to the audience and purpose.	A/I	Numerical Scale
	Extensive knowledge of the principles and practices of effective teaching and learning, monitoring/ assessment and evaluation.	A/I	Numerical Scale
	Understands the principles of adaptive teaching to support all pupils (particularly disadvantaged and those with SEND)	A/I	Numerical Scale
	Has well-developed ICT skills including a good working knowledge of Microsoft 365 Applications i.e. Word, Excell, Outlook, Teams etc with the ability to utilise ICT to enhance teaching and learning and to collate, interrogate and interpret data.	A/I	Numerical Scale
Values and Behaviours	Makes a commitment to their own professional development in order to become the best leader they can be.	I	Numerical Scale
	Demonstrates an ability to build and maintain positive relationships with pupils, colleagues, parents and carers, with a positive outlook and a sense of humour	I	Numerical Scale
	Makes a commitment to ensuring their values and behaviours align with TEAL's Ethical Leadership qualities as outlined in the values and behaviour's framework (see Job Description), as commensurate with their role	I	Numerical Scale

A = Application (inc. supporting letter), I = assessed during Interview Day(s)

TEAL is committed to safeguarding and promoting the safety and welfare of children and young people and expects all staff to share the commitment. All appointments will, therefore, be subject to a satisfactory Enhanced Level Disclosure and Barring Service Clearance as well as all other relevant pre-employment vetting checks.