



The Warriner Multi Academy Trust



SENDCO: Person Specification

The directors and LGBs are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced Disclosure and Barring Service (DBS) check will be carried out for the successful candidate.

Essential	Desirable	Evidence
<p>Qualifications and experience:</p> <ul style="list-style-type: none"> • Degree and Qualified Teacher Status (QTS) • NPQ for SENCOs (or willingness to complete within statutory timeframe) • Significant teaching experience across the secondary phase • Experience of working with students with a range of SEND needs • Experience of leading or contributing to whole-school improvement • Experience of delivering CPD / staff training • Experience of working with parents/carers and external agencies • Experience of SEND identification, EHCP processes, and provision mapping • Secure understanding of safeguarding responsibilities 	<p>Qualifications and experience:</p> <ul style="list-style-type: none"> • NASENCo / NPQ SEND already completed • Experience in a formal leadership or line management role • Experience in both mainstream and specialist SEND settings • Designated Safeguarding training 	<p>Application form Certificates References</p>
<p>Leadership strategy and Impact</p> <ul style="list-style-type: none"> • Ability to lead strategically on SEND provision across a school • Ability to monitor, evaluate and improve the quality of SEND provision • Ability to use data effectively to inform provision and improve outcomes • Ability to manage SEND funding and deploy resources effectively • Ability to line manage and develop staff effectively • Commitment to raising achievement and outcomes for students with SEND 	<p>Leadership strategy and Impact</p> <ul style="list-style-type: none"> • Experience of leading whole-school self-evaluation or contributing to school improvement planning • Experience of reporting to governors or contributing to statutory SEND reporting 	<p>Application form Letter of application References Interview</p>
<p>Teaching, Learning and SEND expertise</p> <ul style="list-style-type: none"> • Strong classroom practitioner able to model high-quality teaching • Deep knowledge of the SEND Code of Practice and inclusive practice • Strong understanding of adaptive teaching and intervention strategies • Ability to identify SEND accurately and plan appropriate provision • Secure understanding of assessment and provision planning for SEN • Strong track record of improving outcomes for students with SEND 	<p>Teaching, Learning and SEND expertise</p> <ul style="list-style-type: none"> • Experience of modelling and developing high-quality adaptive teaching across departments • Experience of leading or contributing to whole-school 	<p>Application form Letter of application References Interview</p>

	<p>approaches to inclusive teaching and learning</p> <ul style="list-style-type: none"> • Experience of designing, implementing and evaluating targeted SEND interventions • Experience of supporting staff to use assessment effectively to inform SEND provision • Evidence of contributing to curriculum adaptation or development for students with SEND • Experience of delivering impactful CPD on SEND and inclusive practice 	
<p>Communication and Partnership Working</p> <ul style="list-style-type: none"> • Excellent interpersonal and communication skills • Ability to build and sustain effective relationships with staff, parents and external agencies • Ability to influence and support colleagues to improve practice • Strong organisational and record-keeping skills 	<p>Communication and Partnership Working</p> <ul style="list-style-type: none"> • Experience of delivering CPD or leading professional dialogue on SEND • Experience of managing complex communication and stakeholder relationship 	<p>Application form Letter of application References Interviews</p>
<p>Professional and Personal Qualities</p> <ul style="list-style-type: none"> • Commitment to securing the best outcomes for students with SEND • Commitment to inclusion, equality and safeguarding • Ability to work under pressure and prioritise effectively • High levels of integrity, professionalism and confidentiality • Commitment to the ethos and values of the school 	<p>Professional and Personal Qualities</p> <ul style="list-style-type: none"> • Experience of coaching, mentoring or developing colleagues • Evidence of ongoing professional development in SEND leadership 	<p>Application form Letter of application References Interviews</p>
<p>Fulfil wider professional responsibilities by:</p> <ul style="list-style-type: none"> • Making a positive contribution to the wider life and ethos of the school. • Developing effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support deploying support staff effectively. • Taking responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues. • Communicating effectively with parents with regard to pupils' achievements and well-being. 	<p>Fulfil wider professional responsibilities by:</p> <ul style="list-style-type: none"> • Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback 	<p>Application form Letter of application References Interviews</p>

All schools within the Warriner Multi Academy Trust are committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment. The successful candidate will have to meet the requirements of the person specification and will be subject to pre-employment checks including an enhanced DBS check and satisfactory references. Please be aware that, we may carry out an online search, on shortlisted candidates only, in line with Keeping Children Safe in Education in order identify any incidents or concerns which are publicly available online. The Warriner Multi Academy Trust is an equal opportunities employer. It is an offence to apply for certain roles within schools if you are barred from engaging in regulated activity relevant to children. This post is exempt from the Rehabilitation of Offenders Act (1974).