

AAP SENDCO - PERSON SPECIFICATION
Saints Peter and Paul Catholic High School

	ESSENTIAL	DESIRABLE
QUALIFICATIONS AND EXPERIENCE		
Qualified Teacher Status.	✓	
Qualification and experience with SEND policy and practice including the SEND code of practice	✓	
5 years qualified teacher status		✓
Experience of successfully leading a subject, key stage or whole-school area.	✓	
STRATEGIC DIRECTION AND DEVELOPMENT OF THE SCHOOL		
The ability to work constructively in partnership with all stakeholders, establishing positive and effective collaborations with parents, governors, other schools, external agencies and the local community	✓	
The commitment to develop a positive, diverse and inclusive Christian ethos which values each individual and challenges any form of discrimination.	✓	
Experience of school self-assessment and School Improvement Planning in order to secure effective teaching and learning and raise standards.	✓	
Knowledge of recent educational developments, initiatives and legislation, and how they may impact on the school.		✓
Devise creative intervention packages and judgements based on careful analysis of SEND data.	✓	
LEADERSHIP AND MANAGEMENT		
Proven experience as a leader within school, leading, motivating and managing staff effectively as a team member/leader	✓	
Proven ability to develop the teaching and learning of SEND	✓	
Proven ability to self-motivate, use	✓	

initiative and lead pro-actively.		
Excellent organisational skills and the ability to have a flexible and adaptable approach.	✓	
Excellent listening, written and oral communication skills, the ability to chair meetings, make presentations and to communicate effectively with pupils, parents, governors and staff.	✓	
The ability to manage time effectively.	✓	
TEACHING AND LEARNING		
Sustained a high standard of teaching over time	✓	
A proven ability in the use of data and ICT.	✓	
Experience of successfully leading curriculum developments.		✓
Experience of, and commitment to, broadening the range of opportunities available to pupils through extra-curricular/extended schools activities.		✓
Experience of successfully managing and allocating SEND funding	✓	
PERSONAL QUALITIES		
Leadership skills in promoting and managing change.	✓	
Ability to work as part of a team in the formulation and review of policy with particular regard to the School Development Plan and vision.	✓	
Ability to motivate others through personal influence and concern for individual needs.	✓	
Able to operate under pressure.	✓	
The drive and enthusiasm to make a substantial personal investment in all aspects of the life of the school	✓	
A commitment to school improvement driven by a clear, shared vision of the school's future.	✓	
Ability to advise and support the Governing Body in the exercise of its function.		✓
Ability to conduct meetings	✓	

productively, to present reports and communicate information coherently in both verbal and written forms including with external agencies		
INTERPERSONAL SKILLS		
Capacity for enthusiastic participation and ability to make significant contribution to the work of the Extended Leadership Team and the whole staff.	✓	
Ability to solve problems and resolve conflicts through skills of negotiation and reconciliation.		✓
An unceasingly optimistic approach and a sense of humour.	✓	