

## EMPLOYEE SPECIFICATION

When filling in the application form, please demonstrate with clear, concise examples how you meet the requirements of the post. You will be assessed in relation to the Essential and Desirable criteria. Please bear in mind that you must possess the essential criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post, then all of the criteria will be used for shortlisting. Under the Disability Discrimination Act (DDA), we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the DDA we are committed to making reasonable adjustments wherever possible and it would help us to know your needs in order to do this.

<b>Post Title:</b> SENCO	<b>Directorate / School:</b> Springwell Leeds Academy	<b>Grade / Scale:</b> L8 - 12
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Criteria No.	Attributes	Criteria	How Identified	Rank
1	Relevant Experience	<ul style="list-style-type: none"> <li>• Experience of planning and delivering lessons up to GCSE level.</li> <li>• Experience of teaching vulnerable pupils with social, emotional and mental health (SEMH) difficulties.</li> <li>• Experience of working effectively within a multi-disciplinary assessment and/or support context for vulnerable young people.</li> <li>• Has a clear understanding of the code of practice for SEN and guidance / legislating relating to CLA pupils</li> <li>• Has a clear understanding of process and procedures relating applying for and implementing EHCPs</li> </ul>	<p style="text-align: center;">Application Form / Interview</p> <p style="text-align: center;">Application Form / Interview</p> <p style="text-align: center;">Application Form / Interview</p> <p style="text-align: center;">Application Form / Interview</p> <p style="text-align: center;">Application Form / Interview</p>	<p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>

<b>Criteria No.</b>	<b>Attributes</b>	<b>Criteria</b>	<b>How Identified</b>	<b>Rank</b>
<b>2</b>	Education and Training Attainments	<ul style="list-style-type: none"> <li>• Qualified Teacher Status or other equivalent educational qualification</li> </ul>	Application Form / Interview	Essential
		<ul style="list-style-type: none"> <li>• National Award for SEN Qualification</li> </ul>	Application Form / Interview	Desirable
		<ul style="list-style-type: none"> <li>• Wide range of training / professional development relating to SEN and CLA pupils</li> </ul>	Application Form / Interview	Desirable
<b>3</b>	General and Special Knowledge	<ul style="list-style-type: none"> <li>• An understanding of current approaches to the support of young people with social emotional and mental health difficulties.</li> </ul>	Application Form / Interview	Essential
		<ul style="list-style-type: none"> <li>• Knowledge of legislation as it applies to pupils with SEN / SEMH.</li> </ul>	Application Form / Interview	Desirable
		<ul style="list-style-type: none"> <li>• An understanding of potential barriers which may face young people with SEN/SEMH and those at risk of offending in accessing education.</li> </ul>	Application Form / Interview	Essential
		<ul style="list-style-type: none"> <li>• An understanding of potential barriers which may face young people with SEN/SEMH and those at risk of offending in accessing education.</li> </ul>	Application Form / Interview	Essential
<b>4</b>	Skills and Abilities	<ul style="list-style-type: none"> <li>• Interpersonal skills which facilitate positive professional relationships with young people and multi-disciplinary teams.</li> </ul>	Application Form / Interview	Essential
		<ul style="list-style-type: none"> <li>• Is effective in the deployment of resources to meet needs</li> </ul>	Application Form / Interview	Desirable
		<ul style="list-style-type: none"> <li>• Can motivate others to carry out work under their direction</li> </ul>	Application Form / Interview	Desirable

5	Leadership	<ul style="list-style-type: none"> <li>• Experience of outstanding leadership.</li> <li>• Proven ability to make a positive impact in leading a subject or area beyond own class and successfully developing staff through leading training.</li> <li>• Ability to build effective relationships with staff, parents, governors and other agencies</li> <li>• Ability to line manage staff</li> <li>• Ability to make and implement difficult decisions</li> <li>• Able to implement an improvement plan across a key stage area or classroom, identifying the priorities and evaluating the impact</li> <li>• Works with and motivates teams and individuals to implement changes across the academy</li> </ul>	<p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application form/Interview</p> <p>Application form/Interview</p> <p>Application form/Interview</p> <p>Application form/Interview</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>
	Additional Factors	<ul style="list-style-type: none"> <li>• Good oral and written communication skills.</li> <li>• Ability to work effectively as a team member.</li> <li>• Highly organised. Moral purpose (Equality, children and adults treated with respect)</li> <li>• Resilient</li> <li>• Integrity</li> <li>• Self-motivated and able to motivate others</li> </ul>	<p>Application Form / Interview</p> <p>Application Form / Interview</p> <p>Application Form / Interview</p> <p>Application Form / Interview</p> <p>Application Form / Interview</p> <p>Application Form / Interview</p>	<p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>

		<ul style="list-style-type: none"> <li>• Enjoys challenge</li> <li>• Able to work to deadlines</li> <li>• Enthusiastic and optimistic</li> </ul>	<p>Application Form / Interview</p> <p>Application Form / Interview</p> <p>Application Form / Interview</p>	<p>Desirable</p> <p>Essential</p> <p>Essential</p>
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