

Person Specification

Job Title: SEND Lead
Grade / Salary: PO2

It is recognised that candidates may not meet all of the Essential criteria, but we are looking for the best fit for our students and school.

EDUCATION

		Evident in Application	Evident at Interview
<i>Essential</i>			
1.	A good honours degree or equivalent	✓	
2.	Evidence of further professional training relevant to Deaf Learners	✓	

EXPERIENCE

<i>Essential</i>			
3.	A clear vision of education and its purpose in an inclusive environment with the energy and optimism to drive the vision through	✓	✓
4.	Have a strong commitment to outstanding progress and attainment for all	✓	✓
5.	Understanding of Deaf education	✓	✓
6.	Clarity of thought, ability to think through problems and produce solutions often under pressure	✓	✓
7.	To have experience of working vulnerable children and young people	✓	✓
8.	To be able to use data analyse, and interpret data to inform planning		✓
9.	Commitment to continuous improvement	✓	✓
10.	Excellent interpersonal and communication skills with an ability to present to a variety of audiences	✓	✓
11.	To support a collegiate leadership style and the vision of the Headteacher	✓	✓
12.	To demonstrate expertise and emotional intelligence in managing challenging situations	✓	✓
13.	To demonstrate strategic thinking and cyclical planning as a part of whole school self-evaluation and improvement	✓	✓
14.	Optimism and resilience appropriate to the demands of this role	✓	✓
15.	Ability and desire to progress in your career	✓	✓
16.	knowledge and understanding of effective strategies linked to your strategic area of responsibility	✓	✓
17.	Knowledge and experience of the quality assurance of support for Deaf students and pupils through monitoring performance	✓	✓

	and outcomes		
18.	A good knowledge and awareness of statutory requirements of EHCPs		✓
19.	The ability to communicate effectively and appropriately with staff, students and parents/carers, and to be able to prepare reports, profiles and maintain clear and comprehensive records.	✓	✓
20.	Ability to manage relevant resources	✓	✓
21.	Ability to liaise with outside agencies		✓
22.	Ability to interpret DFE regulations and to support the development appropriate policies	✓	✓
23.	Good administration and organisation skills	✓	✓
24.	Ability to work collaboratively and flexibly	✓	✓
25.	Good written communication	✓	✓
<i>Desirable</i>			
26.	Understanding of safeguarding	✓	✓

PERSONAL

<i>Essential</i>			
27.	A strong sense of loyalty to the school.	✓	✓
28.	Intellectual curiosity	✓	✓

Signed:

Dated: