

**HAYDON SCHOOL**  
**PERSON SPECIFICATION - SENCO**

| Job requirements                   | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Desirable                                                                                                                                         |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| Qualifications                     | <ul style="list-style-type: none"> <li>• Good honours degree</li> <li>• Qualified teacher status</li> <li>• National SENCO qualification</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                              | <ul style="list-style-type: none"> <li>• Evidence of recent further professional development</li> <li>• SPLD qualification</li> </ul>             |
| Teaching Experience and background | <ul style="list-style-type: none"> <li>• At least two years experience in a comprehensive school</li> <li>• Experience of managing a successful team</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                   |
| Professional experience            | <ul style="list-style-type: none"> <li>• Proven track record of good classroom practice.</li> <li>• A clear understanding of what motivates pupils</li> <li>• An understanding of how data can be used to track progress and identify underachievement.</li> <li>• A proven ability to promote and deliver positive behaviour management</li> <li>• Sound and up to date knowledge of current educational issues developments and legislation</li> <li>• A proven ability to provide appropriate support to learners and plan specific programmes for targeted groups</li> </ul> | <ul style="list-style-type: none"> <li>• Teaching experience in more than one school</li> <li>• Evidence of wider curriculum knowledge</li> </ul> |
| Personal and Interpersonal Skills  | <ul style="list-style-type: none"> <li>• High personal and professional standard</li> <li>• The ability to relate to young people and enjoy working with them</li> <li>• The ability to create a caring environment within which there is opportunity and encouragement for pupils to achieve their potential</li> <li>• High standards of written and oral communication</li> <li>• Sensitivity, humour and flexibility</li> <li>• Good organiser</li> <li>• Able to meet deadlines</li> <li>• Evidence of team building skills</li> </ul>                                      |                                                                                                                                                   |

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| Knowledge/Skills           | <ul style="list-style-type: none"><li>• An ability to deliver INSET and training</li><li>• Good ICT skills</li></ul>                                                                                               |                                                                                                                 |
| Specific Subject expertise | <ul style="list-style-type: none"><li>• Good subject knowledge</li><li>• Able to identify Learning Objectives and link them to teaching activities</li><li>• Experience writing/updating schemes of work</li></ul> | <ul style="list-style-type: none"><li>• Experience in a range of relevant extra-curricular activities</li></ul> |
| Other                      |                                                                                                                                                                                                                    | <ul style="list-style-type: none"><li>• Be willing to engage in curriculum enhancing activities</li></ul>       |

**Date: SEPTEMBER 2026**