



Person Specification SEN Leader

Essential	Desirable
Experience	
At least 2 years' experience working in an SEN/D setting with secure judgements of good and outstanding provision	Experience of leading on the development of provision and the creation and implementation of SEN/D policy and procedures
Experience of holding/chairing meetings e.g. annual reviews, PEP's etc	Experience of inter-agency work
Experience of delivering specialist interventions to remove barriers to education and accelerate the progress of learners	Candidate has lived experience of overcoming their own barriers to education.
	Evidence of professional leadership and management of a staff team and contribution to the work of other teams to secure high quality teaching, effective use of resources and improved standards of learning and achievement.
Qualifications	
Evidence of on-going professional development; attendance on courses, INSET	A degree or equivalent higher degree qualification, postgraduate courses
Maths & English at GCSE grade C or Functional Skills Level 2 equivalent or above	Hold the National Award for SEN Co-ordination (NASENCO)
Must be able to drive, hold a full UK driving license and have the necessary business insurance	QTS Status
	Emergency First Aid at Work training
	Youth Work qualification
Knowledge & Skills	
Thorough knowledge of Local Authority SEND processes and procedures including all relevant paperwork and deadlines	

Knowledge of the range and type of interventions available and be able to apply these appropriately in the context of the Project's resources and the cohort	
Knowledge of relevant legislation - in particular of the SEND Code of Practice, equal opportunities and disability discrimination legislation and how these apply to learners with EHCP's as well as those without	
Ability to build strong professional relationships with a variety of people i.e. young people, colleagues, adults, parents/carers, professionals etc.	
To have empathy for our learners in the most challenging of situations	
Patience, understanding, caring, sense of humour	
A commitment to promoting inclusion, equal opportunities and meeting the individual needs of our learners.	
A thorough understanding of what the barriers to education are for the young people that attend Really NEET i.e. substance misuse, mental health, youth offending etc. and how our approach needs to differ based in the needs of the young person	
Excellent written and oral communication skills	
Excellent presentation and inter-personal skills	
Excellent time and task management skills	
Ability to work under pressure and to deadlines	
Ability to use data effectively in setting targets	