

AURORA ACADEMIES TRUST (AAT)
Aurora Academies Trust: Assistant Headteacher (SENCo/Pastoral)
Person Specification



Aspect	Requirement	Essential	Desirable
Qualification	Qualified teacher status	x	
	Holder of National Award for Special Educational Needs Coordination		x
	If the National Award for Special Educational Needs Coordination is not held, the willingness to complete the training within twenty four months of appointment	x	
Experience	Recent experience in EYFS, Key Stage 1 or Key Stage 2	x	
	Proven track record in bringing about improvement in pupil outcomes	x	
	Evidence of different leadership and management roles in an educational context	x	
	Use of innovative approaches to the development of teaching and learning	x	
	Experience of Ofsted processes		x
	Record of recent professional development	x	
	Leadership in pastoral/pupil personal development	x	
	Track record in working with, and impacting on, parental engagement	x	
	Experience of leading a curriculum area with demonstrable impact	x	
	Experience of leading and managing staff	x	
	Experience of meeting the needs of SEND pupils	x	
Knowledge & understanding	Thorough knowledge and understanding of national curriculum and current developments	x	
	Thorough knowledge of the SEND code of practice	x	
	Understanding of the principles of nurture and how they can be best used in specialist settings and classrooms		x
	In depth knowledge of best practice in teaching and learning to support pupil achievement	x	
	Knowledge of curriculum and best practice in relation to EYFS, Key Stage 1 or Key Stage 2	x	
Abilities & skills	Demonstrable ability to manage change effectively		x
	Ability to use pupil data in order to set aspirational and challenging targets	x	
	Ability to develop an ethos and structure for managing behaviour which enables pupils to become independent and self-managing in the classroom.	x	
	Ability to work effectively as part of the school team and with governors, trustees, pupils and parents/carers.	x	
	Ability to prioritise	x	
	Excellent communication (written, oral and presentation skills)	x	
	Excellent interpersonal skills	x	
	Ability to empathise with the personal challenges pupils face and devise ways for these to be overcome		
	Excellent self-awareness and ability to manage self	x	

	Willingness to learn from others and both seek and take advice	x	
Equality	Ability to integrate equality policies into action	x	
Safeguarding	Ability to develop an appropriate environment which ensures the safety of all users of the Academy	x	
Other requirements	Resilience, the ability to work under pressure and to meet deadlines	x	
	A commitment to AAT's vision, values and ethos	x	
	A commitment to the academies programme	x	

AAT are committed to safeguarding and promoting the welfare of its pupils and expects all employees and volunteers to share this commitment. This post is subject to an enhanced DBS check and background identity checks.