JOHN PERRYN PRIMARY SCHOOL



PERSON SPECIFICATION – SENCo

|  |
| --- |
| Experienced teachers, who are currently training as a SENDCo, or have the ambition to become a SENDCo, are also invited to apply. Note for inexperienced/unqualified applicants: please address these points in light of your experience in your current and previous roles. |
| **ESSENTIAL** |
| **QUALIFICATIONS*** Degree, QTS or equivalent.
* National Award for SEN Coordination, or a willingness to start this within the first year of appointment.
 |
| EXPERIENCE* A successful track record of teaching within the primary age range.
* Successful experience of leadership and management within a primary setting.
* Involvement in self-evaluation and development planning.
* Experience of working with children with a wide range of learning needs.
* Experience of conducting training for groups of staff leading to significant impact on pupil outcomes.
 |
| PROFESSIONAL ATTRIBUTES* Ability to plan and evaluate interventions.
* Ability to build effective working relationships and communicate well with all stakeholders.
* Outstanding interpersonal skills, including the ability to run effective meetings and work as part of a team.
* Excellent literacy, numeracy, written and oral communication skills.
* Highly organised with the ability to prioritise, manage time effectively and take initiative when necessary.
* Committed to personal professional development and a reflective practitioner.
 |
| PROFESSIONAL KNOWLEDGE AND UNDERSTANDINGSound knowledge of the SEND Code of Practice.* Understanding of what makes Quality First Teaching and effective intervention strategies.
* A secure knowledge of the National Curriculum and related pedagogy.
* Understanding of issues in relation to achievement, equality and diversity.
* Up to date knowledge of matters related to Safeguarding, health and the well-being of children.
* Data analysis skills and the ability to use data to inform provision planning and make clear judgements.
 |
| PROFESSIONAL SKILLS* Commitment to achieving the best outcomes for pupils and promoting the ethos and values of the school.
* Commitment to equal opportunities and securing the best possible outcomes for pupils with SEN or a disability.
* Ability to work under pressure and prioritise effectively.
* Commitment to maintaining confidentiality at all times.
 |
| DESIRABLE |
| QUALIFICATIONS* Higher degree / diploma / certificate.
* National Award for SEN Co-ordination.
* Further personal study.
 |
| EXPERIENCE AND KNOWLEDGE * Previous experience of working as a SENCO or Inclusion Leader.
* Good understanding of safeguarding and child protection procedures.
* Knowledge and experience of working with budgets.
* Experience of leading the Performance Appraisal process.
* Excellent IT skills and good working knowledge of main Microsoft Office software and Google web applications.
* Evidence of leading staff training in reference to Special Educational Needs (SEN).
* Experience teaching across the age range of the school, dealing with a range of SEN.
* Awareness of:

- the funding support mechanism for SEN- the roles and responsibilities of educational psychologists and of learning and behaviour support services. |