JOHN PERRYN PRIMARY SCHOOL



PERSON SPECIFICATION – SENCo

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| 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. |