

**Meanwood Community Primary School**  
**Person Specification – SENCO**

**Post: TLR      Grade: 2A**

**Note to Applicant;**

The Essential Criteria are the qualifications, experience, skills or knowledge You **MUST** show you have to be considered for the job.

The Desirable Criteria are used to help decide between candidates who meet ALL the essential criteria.

The How Identified column shows how the council will obtain the necessary information about you.

If the How Identified column says **Application Form** next to an Essential Criteria or a Desirable Criteria, you include in your application enough information to show **how** you meet this criteria. You should include examples from your paid or voluntary work.

|                                   | <b>ESSENTIAL CRITERIA</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>HOW IDENTIFIED</b>      | <b>DESIRABLE CRITERIA</b>                                                                                                                                                                  | <b>HOW IDENTIFIED</b> |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| <b>Qualification and Training</b> | <ul style="list-style-type: none"> <li>• Qualified Teacher.</li> <li>• Demonstrate professional development relating to the curriculum and management of the staff of a Primary School.</li> <li>• A minimum of 4 years teaching experience.</li> <li>• A commitment to Early Help.</li> <li>• National Award for SEN Co-ordination/NPQ SENCO or willingness to obtain.</li> </ul>                                                                                                                                                                                                                | Application Interview      | <ul style="list-style-type: none"> <li>• To have a degree or equivalent further qualification since initial training.</li> </ul>                                                           | Application Interview |
| <b>Work Experience</b>            | <ul style="list-style-type: none"> <li>• Be an outstanding classroom practitioner.</li> <li>• Have experience in working in successful teams and be committed to team work.</li> <li>• Have had experience of curriculum leadership.</li> <li>• Have a proven record of raising standards through children's progress and effective leadership.</li> <li>• Have a proven record of accelerating children's progress.</li> <li>• Be a teacher who is committed to working with others to promote exciting and creative learning.</li> <li>• Have highly developed interpersonal skills.</li> </ul> | Application Interview Task | <ul style="list-style-type: none"> <li>• To have teaching experience of children in more than one age group.</li> <li>• Willingness to participate in out of school activities.</li> </ul> | Application Interview |

|                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                            |                                                                                                                   |                       |
|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|-------------------------------------------------------------------------------------------------------------------|-----------------------|
| <b>Skills and Qualities</b> | <ul style="list-style-type: none"> <li>• Knowledge and understanding of current educational developments.</li> <li>• Demonstrate creativity in curriculum development and delivery.</li> <li>• Practice reflects the National Curriculum requirements and its implementation.</li> <li>• Ability to analyse data in order to raise standards.</li> <li>• Able to monitor standards and progress.</li> <li>• Develop and implement aspects of a School Improvement Plan.</li> <li>• Ability to establish and review targets and implement decisions.</li> <li>• Able to communicate effectively with staff, parents and community.</li> <li>• Ability to lead a team.</li> <li>• Demonstrate creativity in classroom practice and curriculum development.</li> <li>• Have very good and effective behaviour management strategies.</li> <li>• Have passion for developing children and children's learning.</li> </ul> | Application Interview Task | <ul style="list-style-type: none"> <li>• Ability to manage a budget</li> </ul>                                    | Application Interview |
| <b>Awareness of:</b>        | <ul style="list-style-type: none"> <li>• Creative Curriculum Development.</li> <li>• Context of Meanwood Community Primary School.</li> <li>• Use of a range of effective intervention programmes.</li> <li>• Personalised learning.</li> <li>• Assessment for learning.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Application Interview      | <ul style="list-style-type: none"> <li>• Awareness of principles of Accelerated Learning</li> </ul>               | Application Interview |
| <b>Other:</b>               | <ul style="list-style-type: none"> <li>• To have a commitment to the development of the school as a learning community.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Application Interview      | <ul style="list-style-type: none"> <li>• Provision of enrichment activities, including learning clubs.</li> </ul> | Application Interview |