

PERSON SPECIFICATION: TLR2 (TO MATCH JD ABOVE)

QUALIFICATIONS AND TRAINING

1. To hold a teaching certificate in Education which is recognised by the DfE (QTS)
2. To hold the NPQ SENCO award
3. A graduate
4. To have evidence of continuing and recent professional development relevant to the post.

KNOWLEDGE AND UNDERSTANDING RELEVANT TO THE JOB

1. Knowledge of equality of opportunity issues and how they can be addressed in schools.
2. Detailed knowledge of the legislation and practice surrounding the education of children with SEND.
3. Understanding of current theory and best practice in teaching and learning, particularly as it relates to achieving high rates of progress of children of primary age.
4. Good understanding of the use of new technologies.
5. Good understanding of Quality First Teaching.
6. Good understanding of the role of extended and integrated services in raising attainment and bridging the gap.
7. An understanding of the importance of the culture and ethos of a school in securing high standards and of strategies for improving these.
8. Good understanding of effective strategies for gaining and maintaining high standards of discipline at whole school level, in accordance with the school's policy.
9. Good understanding of how opportunities can be made to enrich and enhance the curriculum to address the needs of all pupils.
10. Good understanding of statutory requirements upon primary schools.
11. An understanding of the role of parents and the community in school improvement and how this can be promoted and developed.
12. Has up to date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people.
13. Displays commitment to the protection and safeguarding of children and young people.
14. Demonstrate an understanding of safeguarding issues and the ability to follow procedures.
15. Knowledge and understanding of relevant legislation and government strategies.
16. A knowledge and understanding of the principles and concepts underlying The Children Act 1989 and other relevant legislation.
17. Values and respects the views and needs of children and young people.

EXPERIENCE RELEVANT TO THE JOB

1. Experience in being a SENCO in the primary phase.
2. Recent, significant and successful experience as a teacher in the primary phase.
3. A proven track record of raising attainment particularly in any key stage.
4. Significant and successful experience of leading aspects of curriculum development.
5. Experience of contributing to school improvement.

6. Experience of supporting/mentoring colleagues in order to secure school improvement.
7. Experience of improving the quality of teaching and learning, through processes of monitoring and support.
8. Experience of managing and using pupil attainment and tracking databases.
9. Experience of supporting staff development programmes for teachers and other staff.
10. Experience of supporting strategies to improve parental involvement in their children's learning.

APTITUDE AND SKILLS

1. Ability to provide a model of best practice.
2. To demonstrate leadership qualities, including energy, resilience and the ability to enthuse and motivate others.
3. To be able to articulate a clear vision for high quality education in an inner city context.
4. To have a good personal presence, good communication skills and a sense of humour.
5. To be able to communicate clearly both orally and in writing with a range of audiences, including children, parents and carers, governors, staff and outside agencies.
6. To relate well to children and be responsive to their needs.
7. To be able to develop and maintain effective relationships with all members of the school community and outside agencies.
8. To be approachable, accessible and flexible.
9. To be able to work effectively under pressure, to prioritise appropriately and to meet deadlines.
10. To have good analytical skills, being able to synthesise information, summarise and draw appropriate conclusions.
11. To be able to understand, interpret and present school performance data.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the SENCO will carry out. The post holder may be required to do other duties appropriate to the level of the role, as directed by the line manager.