



Job Title	Grade	School	Location
SENDCo SEMH	L2 – 6	Moorside Community Primary School	Swinton, Salford, Greater Manchester

Note to applicants

Whilst all criterions below are important, those under the ESSENTIAL heading are the key requirements. You should pay particular attention to these areas and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

Essential Criteria	Qualifications and Training	M.O.A.
1.	Qualified Teacher Status (QTS)	A / C
2.	Teaching degree or equivalent	A / C
3.	Evidence of further professional development – commitment to complete NASENCO award	A / C
4.	Commitment to further develop professional understanding and self-drive to improve own practice	A / I
Essential Criteria	Knowledge and understanding relevant to the job	M.O.A.
5.	Recent, significant and successful experience as a teacher in the primary phase	A / I / R
6.	A proven track record of raising attainment in any key stage	A / I
7.	An excellent understanding of current theory and best practice in teaching and learning, particularly related to SEND and pupil progress	A / I / AC
8.	Good understanding of the 21st century learning context and the use of new technologies	A / I / AC
9.	Significant and successful experience of leading aspects of curriculum development at whole school level	A / I
10.	Good understanding of effective leadership and management in relation to raising pupils' attainment and school improvement	A / I
11.	Possession of good analytical skills, ability to synthesise complex information, summarise, draw appropriate conclusions and make decisions	A / AC
12.	Good understanding of how opportunities can be made to enrich and enhance the curriculum to address the needs of all pupils	A / I
13.	Knowledge of equality of opportunity issues and how they can be addressed in schools	A / I / AC
14.	Leadership qualities, including energy, resilience and the ability to enthuse and motivate others	A / AC
15.	The ability to provide a model of best practices, through teaching in own or other classrooms	A / I / AC
16.	Experience of contributing to school improvement, as a member of a school team	A / I
17.	The ability to develop and maintain effective relationships with all members of the school community and outside agencies	A / I

18.	Good understanding of effective strategies for gaining and maintaining high standards of discipline at whole school level, in accordance with the school's policy	A / I
19.	Knowledge and understanding of statutory requirements, relevant legislation and government strategies	A / I / AC
20.	Ability to understand, interpret and present school performance and financial data	A / I / AC
21.	Understand the role of parents and the community in school improvement and how this can be promoted and developed	A / I
22.	Ability to work effectively under pressure, to prioritise appropriately and to meet deadlines	A / I / AC
23.	Up to date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people and demonstrate an understanding of safeguarding issues and the ability to follow procedures	A / I / AC
24.	Approachability, accessibility and flexibility, good personal presence and a sense of humour	A / I
25.	Successful experience of improving the quality of teaching and learning, through processes of monitoring and support	A / I
26.	Relevant further Professional Qualifications preferably in SEND	A / C
27.	Proven outstanding teaching across more than one key stage	A / I
28.	Experience of teaching in more than one school	A / I
29.	Experience of Performance Management as a team leader	A / I
30.	Experience of developing and leading staff development programmes for teachers and other staff	A / I / AC
31.	Experience of managing and using pupil attainment and tracking databases	A / I / AC
32.	Understanding of leading and managing change	A / I
33.	Experience of involvement with a Governing Board	A / I
34.	Experience of initiating and implementing strategies to improve parental involvement in their children's learning	A / I
Essential Criteria	Experience safeguarding and child protection	M.O.A.
35.	Displays commitment to the protection and safeguarding of children and young people	A / I
36.	Demonstrates an effective understanding of safeguarding issues and the ability to follow procedures	A / I
37.	Effective and knowledgeable understanding of relevant legislation and government strategies to keep children safe in education	A / I
38.	Effective and knowledgeable understanding of the principles and concepts underlying the Children Act 1989 and other key educational legislation	A / I

A = Application. AC = Assessment. C = Certificate. I = Interview. R = Reference.