

The Willows Primary School - Person Specification: Assistant SENCo



| | Essential | Desirable |
|------------------------------------|---|--|
| Qualifications | <p>Qualified Teacher status</p> <p>Evidence of commitment to further professional development</p> <p>Training in special educational needs & intervention strategies</p> | <p>National Award for SEN Co-ordination, or a willingness to complete it within 3 years of appointment</p> |
| Experience | <p>Experience of teaching across the primary age range (minimum 2 years)</p> <p>Experience of supporting student achievement, social, emotional development & well being</p> | <p>Previous work as a SENCo</p> <p>Experience of teaching in the EYFS</p> |
| Knowledge and understanding | <p>The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies);</p> <p>Awareness of the barriers to learning experienced by children</p> <p>Statutory National Curriculum requirements at KS1 & 2</p> <p>Knowledge of how to support learners in accessing the curriculum in accordance with the SEND code of practice</p> <p>The monitoring, assessment, recording and reporting of pupils' progress;</p> <p>The positive links necessary within school and with all its stakeholders</p> <p>Integrating modern technologies into teaching</p> | <p>The preparation and administration of statutory National Curriculum assessment requirements.</p> <p>The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEND and Safeguarding children</p> |
| Skills | <p>Ability to work with children at all levels regardless of specific individual need and identify learning styles and independent learning as appropriate</p> <p>Effective Behaviour Management skills</p> <p>Data analysis skills and the ability to use data for target setting and to inform provision planning</p> <p>Promote the school's aims positively, and use effective strategies to monitor motivation and morale;</p> | <p>Strategies for creating community links.</p> |

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| | <p>Ability to build and maintain effective working relationships with all pupils and colleagues</p> <p>Establish and develop close relationships with parents, governors and the community;</p> <p>Communicate effectively (both orally and in writing) to a variety of audiences;</p> <p>Excellent time management and organisational skills</p> <p>Ability to work effectively under pressure</p> <p>Ability to reach and justify difficult decisions</p> <p>Create a happy, challenging and effective learning environment.</p> | |
| <p>Personal characteristics</p> | <p>Approachable</p> <p>Committed</p> <p>Enthusiastic</p> <p>Able to motivate self and others</p> <p>Calm under pressure</p> <p>Well Organised</p> <p>Resourceful</p> <p>Passionate</p> <p>Team player</p> <p>Ability to influence and negotiate</p> | |

Candidates should ensure that they address all of the above criteria in their application form, referring, where appropriate to actual experience. In addition the interview will explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children
- Ability to form and maintain appropriate relationships and personal boundaries with children
- Behaviour management strategies which respect children's needs

The Willows Primary School is an Orwell Multi Academy Trust Academy and we are committed to safeguarding and promoting the welfare of children. We expect all staff and volunteers to share this commitment and will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.