

# Person Specification

## Class Teacher & Assistant SENCo



	<b>Essential</b>	<b>Desirable</b>	<b>Method of Assessment</b>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Teaching practice within KS1 or KS2</li> </ul>	<ul style="list-style-type: none"> <li>Teaching experience across 2 key stages</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Interview</li> <li>Classroom observations</li> </ul>
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>Appropriate teaching qualifications</li> <li>Willingness to undertake further training to continue professional development</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of ongoing professional training</li> <li>Evidence of ongoing professional training relating to SEND</li> <li>NPQ in SEND</li> </ul>	<ul style="list-style-type: none"> <li>DfEs number</li> <li>Application form</li> <li>Interview</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>Excellent classroom practitioner</li> <li>Effective communicator</li> <li>Understanding of planning for differentiation in mixed ability classes</li> <li>Ability to accommodate different learning styles within teaching</li> <li>Experience of addressing barriers to learning within the classroom</li> <li>Knowledge and understanding of planning a stimulating curriculum with cross curricular links</li> <li>Demonstrate a range of strategies for dealing with a variety of behaviours</li> </ul>	<ul style="list-style-type: none"> <li>An interest in further developing the provision for pupils with SEND</li> <li>Evidence of supporting colleagues to develop their own practice</li> <li>Experience of the early identification of potential SEND.</li> <li>Thrive trained</li> <li>Elsa trained</li> <li>Knowledge of applying for EHCPs</li> <li>Knowledge of Early Help</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Interview</li> <li>Classroom observations</li> <li>References</li> </ul>
<b>Motivation and Personality</b>	<ul style="list-style-type: none"> <li>Self-motivated</li> <li>A sense of humour</li> <li>Expressed focus on quality and school improvement</li> <li>Appreciation of the importance of a whole school 'team' atmosphere</li> <li>Able to work effectively with a wide range of fellow professionals, external agencies and others</li> </ul>	<ul style="list-style-type: none"> <li>Experience in managing challenging conversations with parents and carers</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Interview</li> <li>Classroom observations</li> </ul>
<b>Educational Values</b>	<ul style="list-style-type: none"> <li>Commitment to teaching approaches which encourage all children to give their best irrespective of ability, gender, ethnic or social background</li> <li>Recognition of the importance of a stimulating environment</li> <li>A commitment to the priorities of our curriculum: outside learning, the global dimension, sustainability and cross curricular connections.</li> </ul>		<ul style="list-style-type: none"> <li>Application form</li> <li>Interview</li> </ul>
<b>Other Factors</b>	<ul style="list-style-type: none"> <li>Eligibility to live and work in the United Kingdom</li> <li>Suitability to work with children</li> <li>Willing to react flexibly to new or unexpected situations</li> </ul>		<ul style="list-style-type: none"> <li>Interview</li> <li>Required document for Asylum and Immigration Act</li> <li>DBS/List 99 checks</li> </ul>

**Hagley Primary School is committed to safeguarding and promoting the welfare of children and young people and as such expects all staff and volunteers to share this commitment.**