



# Kirby Hill C of E (VC) Primary School

## Person Specification

**Post Title:** Class Teacher / SENCo



	Essential	Desirable	How identified
Qualifications and Experience	<ul style="list-style-type: none"> <li>• Qualified Teacher Status, with a proven track record of consistently good or better teaching</li> <li>• At least two years of teaching experience</li> <li>• Experience of successfully leading a subject area</li> <li>• Commitment to continuing professional development</li> <li>• SENCO qualification, or commitment to undertake SENCO qualification within a set timeframe from appointment*</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leading a core area or the SENCo role</li> <li>• Experience of teaching across all the primary phases</li> <li>• Experience of working in a range of different schools/ settings</li> </ul>	Application Certificates
Relationships and Communication	<ul style="list-style-type: none"> <li>• Proven ability to build superb nurturing relationships with all children in the class</li> <li>• Experience of regular engagement with all children in a school and readiness to contribute to the wider life of the school</li> <li>• Ability to build excellent relationships with all staff</li> <li>• Experience of building positive relationships with parents/carers and communicating with them regularly</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of engagement with a governing body and LA advisers as appropriate</li> </ul>	Application form Interview Presentation

Specialist Knowledge & Skills	<u>Teaching</u> <ul style="list-style-type: none"> <li>• Experience of identifying barriers to learning for individual children and personalising lessons so that all children can make good progress</li> <li>• Commitment to the highest expectations for the progress of every child in the class</li> <li>• Enthusiasm for planning active and inspiring learning opportunities which engage all children</li> <li>• A love of the great outdoors and an appreciation of the value of residential visits with the children</li> </ul>	<ul style="list-style-type: none"> <li>• Leading, or accompanying, a residential experience for a group of children.</li> </ul> <u>SENCo Role</u> <ul style="list-style-type: none"> <li>• Knowledge of the curriculum expectations for all year groups</li> <li>• Experience of working with a range of SEN needs</li> <li>• A commitment to hold members of staff to account for meeting the requirements of the SEN Code of Practice and School SEN Policy</li> <li>• A commitment to implement current developments in SEN practice, national expectations and current</li> </ul>	Application References Interview Tasks
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	<u>Leading</u> <ul style="list-style-type: none"> <li>• A commitment to lead 'from the front' to inspire the confidence of others</li> <li>• Confidence and experience to provide professional guidance to colleagues, working effectively with staff, parents and other agencies</li> </ul>	research <ul style="list-style-type: none"> <li>• Strong organisational skills with regard to paperwork, deadlines, statutory expectations and working with external agencies</li> <li>• A willingness to lead and regularly contribute to whole school CPD in a range of areas</li> </ul>	
Personal Development	<ul style="list-style-type: none"> <li>• Willingness to learn from our team and work in partnership to improve the school</li> <li>• Ability to constantly reflect and adapt practice to meet the changing needs of all children at the school</li> <li>• Commitment to own CPD and willingness to act positively on feedback</li> <li>• An active interest in promoting the Christian ethos of the school.</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness of current research on education and implementing research-based practice</li> </ul>	Application References Interview

Attitude and Disposition	<ul style="list-style-type: none"> <li>• Dependable</li> <li>• Open-minded</li> <li>• Flexible</li> <li>• Committed</li> <li>• Enthusiastic</li> <li>• Reflective</li> <li>• Good team player</li> <li>• Positive attitude towards pupils and parents</li> <li>• Good sense of humour</li> <li>• Resilient</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of outside interests.</li> </ul>	Application References Interview
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\*all newly appointed SENCOs in mainstream schools are required to complete this qualification within three years of taking up their position.