**CLASS TEACHER with SENDCo responsibilities - PERSON SPECIFICATION**

**POST: Class Teacher/SENDCo SCHOOL: The Bythams Primary School**

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| **FACTOR** | **ESSENTIAL** | **DESIRABLE** | **ASCERTAINED BY** |
| **QUALIFICATIONS** | * Qualified Teacher Status
* Degree
* NASENCO qualification
 |  | * Application Form
* Documentary Evidence
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| **EXPERIENCE** | * Experienced teacher and SENDCo
* Experience of working at whole-school level
* Involvement in self -evaluation and development planning
* Experience of conducting/learning staff training
 | * Experience of leading appraisals for Teaching Assistants
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| **KNOWLEDGE AND UNDERSTANDING** | * To have a clear understanding of the National Curriculum and its application.
* A knowledge of effective teaching and learning strategies that enable the teacher to teach mixed ability pupils within the same class and provide work which caters for the entire ability range.
* A good understanding of how children learn
* Ability to adapt teaching to meet pupils’ needs
* Ability to build effective working relationships with pupils
* Knowledge of guidance and requirements around safeguarding children
* Ability to motivate and inspire pupils
* Sound knowledge of the SEND Code of Practice
* Understanding of what makes ‘quality first’ teaching, and of effective intervention strategies
* Ability to plan and evaluate interventions
* Data analysis skills and the ability to use data to inform provision planning
 | * Previous experience of teaching mixed age class groups
 | * References
* Interview
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| **SKILLS AND APTITUDES** | * The ability to teach a wide range of subjects across the primary age range.
* To be able to use effectively a variety of teaching and organisational styles and resources including ICT.
* A willingness to work throughout the Primary School.
* To have the ability to develop and maintain good professional relationships and contribute positively to curriculum development.
* Ability to set high standards and provide a role model for staff and pupils.
* The ability to communicate effectively in a verbal and written form to a range of audiences.
* Ability to deal sensitively with people and resolve conflicts.
* Ability to work with and deploy staff and resources effectively.
* Effective communication and interpersonal skills
* Commitment to maintaining confidentiality at all times
* Ability to build effective working relationships
* Ability to influence and negotiate
* Good record-keeping skills
 | * The ability to contribute to specific curriculum area or areas.
 | * Application Form
* References
* Interview
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| **PERSONAL QUALITIES** | * Able to work as part of a team
* Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school
* Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability
* Ability to work under pressure and prioritise effectively
* Passionate about Learning and Teaching
* Displays warmth, care and sensitivity in dealing with children
* Open minded, self evaluative and adaptable to changing circumstances and new ideas
* Able to enthuse and reflect upon experience
* Willingness to be involved in the wider life of the school
* Ability to prioritise
* Good interpersonal/communication skills
* When all the above fail, to maintain good sense of humour, a willingness to learn and the will to continue to strive for excellence
 |  | * Application Form
* References
* Interview
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| **SPECIAL REQUIREMENTS** | * An Enhanced DBS clearance is essential
* A good health and attendance record.
* Comply with the Council’s No Smoking at work, alcohol at work and heath & safety policies.
 |  | * Documentary Evidence
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