**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 |
| **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 |  |
| **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 |
| **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 |
| **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 |
| **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 |