

Person Specification Borrow Wood Primary School

Job Title: Deputy ERF Lead Teacher and ERF SENCo

Areas of responsibility	Requirements	Essential or Desirable	Measurement	
			A	I
Qualifications & Experience	A qualified teacher with experience of successfully improving outcomes for pupils at a whole school level (mainstream or special).	E	✓	✓
	A proven track record of effectively planning, adapting and scaffolding learning to meet individual needs.	E	✓	✓
	NASENCO or NPQ for SENCOs or willingness to undertake this qualification.	E	✓	
Knowledge and Skills	Demonstrate an ability to work with pupils and their families in a sensitive and positive way, often under complex circumstances.	E	✓	✓
	Demonstrate knowledge of the SEND Code of Practice and its application.	D		✓
	Experience of implementing a range of behaviour management techniques for groups and individuals with SEND.	E	✓	✓
	Possess a good understanding of the principles behind school improvement, including school improvement planning, monitoring and reviewing progress.	E	✓	✓
	Make consistent judgements based on careful analysis of data, with a focus on SEND, to assist with planning and/or provision mapping.	E		✓
	Present clearly a wide range of specialised information to both educationalists and non-educationalists.	E	✓	✓
	Demonstrate a proven ability to work sensitively and effectively with colleagues to help them to develop their everyday classroom practice.	E	✓	✓
Personal Qualities	Care for every child as an individual, with the unshakable belief that all children can be successful.	E	✓	✓
	Excellent verbal and written communication skills at all levels.	E	✓	✓
	Excellent time management and organisation skills.	E	✓	✓

	A flexible approach towards finding solutions to overcome barriers to pupils' learning.	E	✓	✓
	High expectations of self and others' professional standards.	E	✓	✓
	Demonstrate a commitment to the protection and safeguarding of children.	E	✓	✓
	Ability to develop positive relationships and build confidence with complex partnerships.	E	✓	✓
	Ability to maintain strict confidentiality in all matters.	E	✓	✓
	Ability to handle data and information critically, accurately and effectively.	E		✓
	High levels of drive, energy and integrity.	E	✓	✓
	A commitment to equal opportunities and empowering others.	E	✓	✓

A = Application
I = Interview