

Person Specification

Full-time Role: Year 2/3 Class Teacher (0.6) and SEND Coordinator (0.4)

Contact type: Permanent

Responsible to: Headteacher, Hotwells Primary School

Salary: Main Pay Scale - Upper Pay Scale + TRL2a
(This role is not suitable for ECTs)

Start date: 1st January 2025

Person Specification

The Head Teacher is looking to recruit an outstanding Class Teacher and SENDCo, who shares the vision for Hotwells Primary School as a centre of excellence for primary education and someone who has a commitment to nurture and inclusion. The postholder will be a member of the Senior Leadership Team.

Applications are invited from charismatic, enthusiastic and suitably qualified teachers for this exciting, rewarding and demanding post. The successful candidate will demonstrate a passion for championing the voices and needs of pupils with SEND within our school community.

Key Criteria	Essential	Desirable
Qualifications and Experience	<p>Educated to honours degree or above</p> <p>Qualified Teacher Status</p> <p>Be willing to undertake SENDCo qualification</p> <p>Evidence of relevant Professional Development</p>	<p>Good honours degree (first or 2:1)</p> <p>Post Graduate qualification</p> <p>Hold SENDCO qualification</p> <p>Experience of line management and performance review</p>

	<p>Experience of working with children with special educational needs and disabilities.</p> <p>Outstanding teacher with high expectations of children's attainment and progress.</p> <p>Leadership experience within a primary school setting.</p> <p>Involvement in school/self-evaluation and development planning.</p>	<p>Broad experience across the primary age range</p>
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Key Criteria	Essential	Desirable
Knowledge	<p>Sound knowledge of the SEND code of practice</p> <p>Knowledge and understanding of the National Curriculum</p> <p>Knowledge and understanding of the implications of equal opportunities, multicultural education and inclusion</p> <p>Good understanding of safeguarding and child protection legislation and guidance</p> <p>Understanding of high quality teaching and the ability to model this for others and support them to improve.</p>	<p>Knowledge of the CUSP Curriculum</p> <p>Knowledge and understanding of statutory assessment requirements and arrangements</p> <p>Knowledge and understanding of current research into effective learning strategies, educational trends and issues</p>

Key Criteria	Essential	Desirable
<p>Skills and Abilities</p>	<p>Ability to form positive, warm relationships with pupils and families</p> <p>Ability to plan and prepare effectively</p> <p>Excellent verbal and written communication skills to support writing statutory assessment requests, learning and support plans etc.</p> <p>High standards in terms of attendance and punctuality.</p> <p>Ability to prioritise and manage time and workload.</p> <p>A willingness and ability to develop specialist knowledge and keep up to date with local and national policy developments.</p> <p>Ability to work collaboratively, as part of a team.</p> <p>Ability to communicate with a wide range of audiences, including pupils, parents, colleagues and others</p> <p>Ability to be creative, innovative and tenacious.</p>	<p>Experience of working with families and having difficult conversations</p> <p>Strong leadership skills in order to inspire and motivate other teachers by modelling good practice and developing a whole school commitment to supporting children with SEND.</p> <p>Confidence in using internal data and assessment information to analyse and track the progress of pupils.</p>

	<p>Clear and courteous communication skills.</p> <p>High level of ICT skills.</p>	
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Key Criteria	Essential	Desirable
Personal Attributes	<p>Passionate approach to teaching and learning</p> <p>Commitment to the ethos and values of Hotwells Primary School</p> <p>Caring nature</p> <p>Ability to inspire learners</p> <p>Desire to provide the best possible education to all learners</p> <p>Ability to enthuse and motivate others</p> <p>Positive approach to change and development</p> <p>Flexibility and adaptability</p> <p>Strong commitment to personal CPD</p> <p>Professional approach</p> <p>Innovative, creative and willing to take appropriate risks</p> <p>Robust and assertive</p>	<p>Brings personal interests and enthusiasms to the school community</p> <p>Support for enriching curriculum through co-curricular activities.</p>

	Able to inspire confidence in pupils, parents, carers and colleagues	
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Key Criteria	Essential	Desirable
Safeguarding	<p>Evidence of suitability to work with children (enhanced DBS check)</p> <p>Evidence of commitment to the safeguarding, health and welfare of children</p> <p>Maintain confidentiality and handle sensitive information in accordance with Data Protection rules.</p>	<p>Has had Designated Safeguarding Lead training or is willing to undertake this.</p>

We are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff and volunteers to share this commitment. All posts at Cathedral Schools Trust are subject to pre-employment checks including, but not limited to, initial and periodic enhanced level checks with the Disclosure and Barring Service.
