

St Catherine's Primary School



Inclusion & SEND Lead Person Specification

Attributes	Essential	Desirable	How Identified
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Good honours degree • National SENCO Award or willingness to undertake 	<ul style="list-style-type: none"> • Postgraduate qualification • Relevant CPD 	<ul style="list-style-type: none"> • Application • Certification
Experience	<ul style="list-style-type: none"> • Values driven • Strong teaching ability backed up by good and outstanding outcomes • Tailored teaching that challenges and supports SEND students • Data driven planning to target instruction • High quality curriculum development 	<ul style="list-style-type: none"> • Experience of working in a range of schools • Responsibility within a school • Leading a subject 	<ul style="list-style-type: none"> • Application • Interview • References
Knowledge & Skills	<ul style="list-style-type: none"> • High expectations which motivate and challenge students • Current developments in SEND provision • Management of EHCPs • Individual Education Plans and map provision for SEND children • Needs of SEMH students • Provision for LAC, / EAL • Multi-agency support • Behaviour management to ensure a disciplined and joyful culture • Commitment to safeguarding • Ability to interpret data • Support colleagues to bring out the best in them • Good judgement 	<ul style="list-style-type: none"> • Understanding of St Catherine's vision aims and values • Coaching and practice • Strong analytical and strategic thinking skills • Simplify complex issues and develop innovative solutions • Specialism in a key SEND category 	<ul style="list-style-type: none"> • Application • Interview • References

	<ul style="list-style-type: none"> • Build effective relationships with families 		
Character	<ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Mission-aligned • Humble and kind • Motivated, enthusiastic and flexible • Excellent interpersonal skills • Good sense of humour • Desire to develop yourself • Ability to give, receive and act on feedback • Strong attention to detail • Ability to work under pressure • Commitment to the full life of the school 	<ul style="list-style-type: none"> •Willingness to offer/attend extra-curricular provision 	<ul style="list-style-type: none"> • Application • Interview • References