**GOSSEY LANE ACADEMY**



Headteacher: Mrs S Amin B.Ed (Hons) NPQH

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Registered Company No: 08531479

Person Specification: Inclusion Leader/SENCo

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| Criteria | Essential | Desirable |
| Qualifications | * QTS — graduate or teachers' certificate * Evidence of continuing and recent further professional development and qualifications relevant to the post. | o National Award for Special Educational Needs Co-ordinators or a willingness to achieve it. |
| Experience | * To show evidence of being an experienced and effective class teacher through excellent teaching practice.   Leadership of an aspect of school improvement and/or curriculum area.   * To be able demonstrate ability to lead workshops, staff meetings and INSET. * Ability to work with parents to ensure the best possible outcomes for children.   Monitor teaching and learning activities to meet the needs of pupils with SEND and those with additional needs.   * Manage the day to day operation of the school's SEND and G&T policies, inclusion managing the provision for these. * Deployment of relevant staff. | Experience of being a SENCo/inclusion manager in a primary school. Experience of more than one school. |
| Knowledge/skills understanding | * A sound understanding of the issues surrounding the safeguarding of children's welfare including pupils with medical needs o Knowledge of the National Curriculum. * A thorough knowledge and understanding of the SEND code of practice. * Ensuring that pupils' needs are met through effective SEND plans and/ or provision maps. * Analysis and reporting of data to inform on progress, attainment and impact and suggest action for school improvement. * To support all staff in understanding the needs of the SEND pupils and to help to identify and disseminate the most effective teaching methods for those groups. * Ensure pupils with additional needs are met through effective interventions * Manage the medical needs of pupils o Oversee support for LAC pupils | Understanding of practice throughout the primary years. Some experience or further training in working in child protection.  Able to use ICT programs to support SEND tracking. To be a DSL  Knowledge of LAC |

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| Leadership | o To support the Headteacher in providing a clear vision and direction for the development of SEND. To liaise with the Headteacher to organise the effective deployment of teaching assistants. To liaise with outside agencies, efficiently running meetings to improve outcomes for children. To update the SEND policy and behaviour policy To have regular contact with the SEND governor and report to the full governing body when appropriate.  To help to ensure that the school's pastoral systems are implemented throughout the school so that effective learning can take place. |  |
| Aptitude and  Skills | To have the ability to develop and maintain an open, supportive and cooperative relationship with the all staff which will help to produce excellence and expand learning in the school.  To have well developed good oral and written communication skills as well as strong ICT skills. To be able to work effectively under pressure and to plan, prioritise and meet deadlines. To have the ability to establish excellent relationships with all members of the school community together. |  |
| Personal  Attributes | To have good personal presence and a sense of humour.  To be approachable, accessible and flexible.  To be able to work on own initiative.  An awareness, understanding and commitment to equal opportunities. |  |