

PERSON SPECIFICATION		
Primary School Teacher with responsibility for SEND		
Theme	Essential	Desirable
<b>Experience</b>	<p><u>The candidate should have experience of:</u></p> <p>Qualified Teacher Status Teaching in the primary age range Evidence of work with colleagues in primary schools Evidence of continuing professional development</p>	<p><u>In addition, the candidate might have knowledge and understanding of:</u></p> <p>Evidence of teaching the primary age range dealing with a range of SEND. Experience of setting targets and monitoring, evaluating and recording progress. Experience of SEND budget management Evidence of working with and supporting families and carers</p>
<b>Knowledge and Understanding</b>	<p><u>The candidate should have experience of:</u></p> <p>Behaviour management techniques for groups and individuals</p> <p>Good understanding of curriculum and pedagogical issues related to extending pupil performance and the development of thinking skills</p> <p>As the SENCO the candidate should have knowledge and understanding of / or be willing to receive the relevant qualification.</p> <p>Good understanding of The SEN Code of Conduct and its practical application</p>	<p><u>In addition, the candidate might have knowledge and understanding of:</u></p> <p>Good understanding of The Educational Health Care Plan application process and the evidence needed Familiarity with the concepts of Gifted and Talented Good understanding of factors promoting effective transition of learners from one phase of education to the next Good understanding of the principles behind school improvement including school improvement planning, monitoring, review and evaluation of progress Using comparative information about attainment The funding support mechanism for SEND The roles and responsibilities of educational psychologists and of learning and behaviour support services Pastoral support plans An understanding of the broader primary context and Government initiatives to raise achievement Good understanding of the principles behind project management including planning, monitoring, review and evaluation progress Knowledge and understanding to support EAL children</p>

<b>Skills</b>	<u>The candidate should have/be...</u>  Excellent classroom practitioner Good communication skills, both written and oral Good presentation skills with the ability to enthuse and motivate others Good organisation skills Confident in the use of information and communication technology.	<u>In addition, the candidate might ...</u>  Make consistent judgements based on careful analysis of available evidence Good influencing and negotiation skills. Empathise with the difficulties of SEND pupils in accepting the curriculum Organise and sustain systematic support from a variety of providers for a range of SEN Manage the co-ordination of teaching assistants in support of SEN pupils Advise and motivate teaching staff with SEN initiatives
<b>Personal Attributes</b>	<u>The candidate should have/be...</u>  Commitment to team working Sensitivity to the aspirations, needs and self-esteem of others Willingness to share expertise, skills and knowledge Willingness to address challenging issues with clarity of purpose and diplomacy	<u>In addition, the candidate might ...</u>  Preparedness to attend national and regional venues for meetings and training sessions. Present clearly a wide range of specialised information to both educationalists and non -educationalists