

WESTBURY C.E JUNIOR SCHOOL
0.6 FTE SENCO

The following is a summary of some of the attributes the Governing Body would wish to see offered by candidates. The list is a guideline.

JOB REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> Teaching degree or PGCE -professional qualification QTS status Relevant SENCO qualification Eg: NASENCO 	<ul style="list-style-type: none"> Emotional Literacy Training i.e ELSA or THRIVE Other SEND qualifications: SALT, PECS, TEACHH, Makaton, BSL, ASD DSL or DDSL
Experience	<ul style="list-style-type: none"> At least 5 years successful teaching experience Experience in writing and implementing Individual Educational Plans inc MSP's Experience of teaching pupils with special educational needs and a proven track record of improving outcomes Understanding and ability to analyse and effectively use performance data to set targets for improvement Experience of successfully leading key whole school priorities Experience of working with parents and other agencies to support children's learning Evidence how own leadership has positively impacted and improved pupil outcomes Experience of managing and using pupil attainment and tracking databases Leading staff and carrying out appraisals Experience in provision mapping and/or using electronic systems Ensuring school policies and procedures are fully compliant with the latest government and local authority guidance 	<ul style="list-style-type: none"> Experience as a SENCO or SEN teacher Experience of working in more than one school across Primary Key Stages or in a special school Experience of working with a Governing Body Experience, knowledge and understanding of principles of Performance Management for all staff Experience of core subject leadership Experience of successfully managing a team in developing and implementing effective provision for vulnerable children Experience at managing medical and intimate care plans for vulnerable children Experience of EAL teaching Experience as a DSL or DDSL Experience of using Bsquared to track progress

Knowledge and Skills	<ul style="list-style-type: none"> • Outstanding classroom practitioner • Ability to promote the highest standards of pupil achievement and behaviour • A good understanding of effective leadership and management in relation to SEND • Ability to develop and sustain individuals and teams and to lead by example • Can formulate plans, action, monitor, manage and adapt to seek improvement • Able to clearly communicate both orally and in writing with a diverse range of audiences • Approachable with very good interpersonal skills • Understanding of the SEN Code of Practice, including experience of following the graduated pathway. • An excellent understanding of current theory and practice in teaching and learning relating to SEND • Able to demonstrate best practice in meeting the needs of pupils with SEN • Understanding of the National Curriculum & contribute to curriculum development • Clear understanding of safeguarding procedures in a school setting • Liaise and engage with professionals/agencies to enhance support within the school • Use a variety of behaviour management techniques 	<ul style="list-style-type: none"> • Good IT skills in a school context • Ability to assist with strategic planning and to drive school improvement
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Personal Qualities	<ul style="list-style-type: none">• Can show empathy with children, staff and parents• Prepared to develop the role of the SENCO• Well organised, enthusiastic and highly motivated• Fully supportive of the existing aims and ethos of the school• To be able to work effectively under pressure, to priorities appropriately and meet deadlines	<ul style="list-style-type: none">• Has a range of personal interests and understands the importance of a work-life balance
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