**Irchester Community Primary School**

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|  **PERSON SPECIFICATION: SENCO**  |  |
|  | ***ESSENTIAL*** | ***DESIRABLE/HELPFUL*** |
| EDUCATION  | * QTS
* Successful teaching experience in a primary school
* Evidence of Continuing Professional Development relevant to the SENCO role
 | * Qualification: National award for Specialist Educational Needs Coordinator
* Designated Safeguarding Lead qualification
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| EXPERIENCE  | * Evidence of working with SEND children
* Experience in working within a team
* Experience of teaching a successful intervention programme
 | * Experience of working with external providers to enhance curriculum delivery and pastoral care for students
* Experience of introducing new initiatives and/or of managing change
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| KNOWLEDGE AND UNDERSTANDING  | * Knowledge and understanding of national and regional education issues relating to provision for students with additional needs
* Understanding of effective teaching and learning strategies including behaviour for learning
* Has the knowledge and understanding of current and national issues in relation to student development, student progress and raising achievement.
* Good understanding of best practice and current educational thinking
 | * Knowledge and experience of monitoring, evaluation and school improvement processes
* Understanding of how to track student achievement using data and of intervention strategies to raise achievement
* Willing to develop understanding of a range of SEND
* Leading EHAs / Involvement in CIN or CP cases
* Management of pupils with medical needs
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| MOTIVATION AND SOCIAL SKILLS  | * Vision to develop SENCO role to achieve success
* Ability to motivate, lead and support staff and students
* Excellent communication and inter-personal skills
* Ability to analyse problems, reach considered judgements, resolve issues and delegate effectively
* Excellent personal organisation and time management skills
* Ability to communicate effectively, both orally and in writing with a range of audiences
* Commitment to working in partnership with parents
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| PERSONAL QUALITIES  | * A team player
* Dynamic nature with innovative ideas and a passion for teaching and learning
* The highest levels of personal and professional integrity
* Energy and drive
* Ability to motivate self and others
* A commitment to maintaining the aspirations of the whole school community
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| MANAGING SEND PROVISION IN SCHOOL  | * Demonstrates clear strategic thinking on how to support students with identified needs to make progress
* Plans teaching and personalisation to achieve progression in students’ learning
* Able to collate evidence to contribute to the assessment for EHCP/Statements
* Makes effective use of assessment information on students’ attainment
 | * knowledge of speech and language development and managing SALT provison
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| MONITORING, EVALUATION AND REVIEW ACCOUNTABILITY  | * Has the skills and aptitude to lead and manage others
* Is accountable for outcomes to senior leadership and governors
* Is able to monitor student performance
* Is able to evaluate and review progress and evaluate change
 | * Undertaking performance management of SEND support staff
* Monitoring, managing and reviewing Safeguarding procedures
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