**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 |
| 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 |
| 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 |
| 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 | |  |
| 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 | |  |
| 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 |
| 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 |