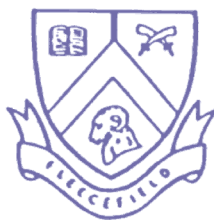


FLEECEFIELD PRIMARY SCHOOL



“Children First”

SEND Lead teacher /Nurture Group Class Teacher - Person Specification

Skills, attributes and professional competence			
i.	secure in own commitment and confidence to meeting the needs of all pupils	Essential	
ii.	proven track record of securing successful outcomes for pupils with SEND	Essential	
iii.	set standards and provide examples of best practice for other staff and pupils	Essential	
iv.	command credibility through the discharge of their duties and use their expertise to influence others	Essential	
v.	make informed use of resources	Essential	
vi.	prioritise, plan and organise	Essential	
vii.	deal sensitively with people, recognise individual needs and take account of these in securing a consistent approach to raising achievement	Essential	
viii.	acknowledge and utilise the experience, expertise and contribution of others	Essential	
ix.	devolve responsibilities and delegate tasks, as appropriate	Essential	
Decision-making skills – the ability to solve problems and make decisions			
i.	make decisions based upon analysis, understanding and interpretation of relevant data and information	Essential	
ii.	contribute to team decision-making	Essential	
iii.	judge when to make decisions, and when to consult with others, including external agencies	Essential	
Communication skills – the ability to make points clearly and to listen and understand the views of others			
i.	communicate effectively orally and in writing to a range of audiences	Essential	
ii.	negotiate and consult effectively	Essential	

Self-management skills – the ability to plan time effectively and to organise oneself well		
i.	prioritise and manage their own time effectively	Essential
ii.	take responsibility for their own professional development	Essential
Attributes		
i.	personal impact and presence	Essential
ii.	adaptability to changing circumstances and new ideas	Essential
iii.	energy, vigour and perseverance	Essential
iv.	self-confidence	Essential
v.	enthusiasm	Essential
vi.	intellectual ability	Essential
vii.	reliability and integrity	Essential
viii.	commitment	Essential
Training and Qualifications		
i.	Qualified Teacher Status or other educational qualification	Essential
ii.	Evidence of continuous professional development impacting on personal performance	Essential
iii.	Evidence of recent SEND CPD	Essential
Disposition and Attitude		
i.	Positive and optimistic attitude towards School Improvement and Inclusion	Essential
ii.	Open-minded and receptive to new ideas, approaches and challenges	Essential
iii.	Places high priority on effective team working and works easily and comfortably in a team environment	Essential
Other Special Working Conditions		
i.	To attend any training as deemed appropriate by the Governing Body	Essential
ii.	Agreement to the Governing Body undertaking an Enhanced Criminal Records Bureau Disclosure	Essential