|  |  |
| --- | --- |
| Brunswick Park Primary School – SENDCo Person Specification |  |
| Professional Qualifications and Training | Assessed by: |
| Qualified Teacher Status | A |
| National Award for SEN Co-ordination (NASENCo) | A & I |
| Evidence of further relevant continuous professional development in relation to SEND | A & I |
| Skills, Knowledge and Understanding |  |
| Demonstrate the skills, knowledge and understanding and show evidence of being an excellent and inclusive teacher with successful experience of working across the primary age range | A, O & I |
| Demonstrate a strong commitment to inclusive teaching in mixed ability classes and contexts with high expectations for all learners including those with SEND | A, O & I |
| Demonstrate knowledge and understanding of the SEND Code of Practice and its practical application | A & I |
| Demonstrate insight and understanding of a range of creative, inclusive learning and teaching strategies and their impact on achievement | A, O & I |
| Demonstrate insight and understanding of the importance of an inclusive, engaging, and creative curriculum that inspires and motivates learners to make progress and achieve the highest possible standards | A, O & I |
| Demonstrate an understanding of recent educational developments in relation to inclusion and SEND | A, O & I |
| Demonstrate an excellent understanding and use of assessment for learning and how this is applied to children with SEND and complex needs | A, O & I |
| Demonstrate successful communication skills with small and large groups of people in spoken, written and presentation forms | A, O & I |
| Demonstrate confident and effective use of current technology |  |
| Leadership and Management |  |
| Demonstrate the ability to inspire, motivate and empower people | A & I |
| Demonstrate the ability to plan strategically, taking account of diversity and the values and ethos of the school | A & I |
| Demonstrate evidence of successful school leadership | A & I |
| Demonstrate the ability to use data to make decisions | A & I |
| Show evidence of inspiring people to work in teams successfully | A & I |
| Show evidence of developing staff through leading in-service training successfully | A & I |
| Demonstrate the ability to set clear, high expectations of staff and children | A & I |
| Demonstrate a commitment to maintain high standards of achievement for all children whilst embracing equality of opportunity and diversity | A & I |
| Demonstrate the ability to analyse, prioritise, make decisions and meet targets and deadlines | A & I |
| Demonstrate the ability to set and manage a school budget of some type | A & I |
| Personal Qualities - to be: |  |
| A confident and optimistic teacher and leader | A & I |
| Enthusiastic, energetic and proactive | A & I |
| Warm, caring and empathetic | A & I |
| Resilient and able to empower and lead people | A & I |
| Able to treat people sensitively to resolve issues successfully to get the best for our children | A & I |
| Demonstrate a commitment to: |  |
| Promoting the school’s vision, values and ethos | A & I |
| Equal opportunities and inclusion with high aspirations and expectations for our children with SEND | A & I |
| Safeguarding and promoting the welfare of children | A & I |
| Continued professional development for self and others | A & I |
| Working in partnership with all those involved in the life of the school and particularly to developing full and active parental involvement | A & I |
| Developing further the role and reputation of the school within the wider community including other schools and a range of external agencies | A & I |
| Ensuring the Health and Safety of all of our community within the school context | A & I |
| **Assessment types : O – Observation A – Application Form I – Interview** |
| Brunswick Park Primary School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Appointments are made subject to enhanced DBS disclosure. |