



EUREKA PRIMARY SCHOOL

PERSON SPECIFICATION – SENDCo /

Looked After Teacher / Deputy DSL / Class Teacher

APPOINTMENT CRITERIA		ESSENTIAL / DESIRABLE	EVIDENCE
Qualifications and Training	Qualified teacher status	E	A
	Degree	E	A
	National Award for SEN Co-ordination (or willingness to complete it within 3 years of appointment)	E	A/I
	Looked After Teacher training (or willingness to complete it)	E	A
	Safeguarding training	E	A
Experience	Teaching experience	E	A/I
	Experience of working at a whole-school level	D	A/I/R
	Involvement in self-evaluation and action / development planning	D	A/I/R
	Working and communicating effectively with outside agencies	E	A/R
	Experience of conducting training / leading INSET	D	A/R
Skills and Knowledge	Sound knowledge of the SEND Code of Practice, safeguarding practices and looked after children	E	I
	Understanding of what makes 'quality first teaching' and effective intervention strategies	E	A/I
	Ability to produce, implement and monitor school policies and procedures	E	A/I/R
	Ability to ensure funding is secured and provision in place	E	A/I/R

	Ability to plan and evaluate interventions	E	I
	Data analysis skills, and the ability to use data to inform provision planning	E	I
	Effective communication and interpersonal skills	E	I/R
	Ability to build effective working relationships	E	A/I/R
	Ability to influence and negotiate	D	R
	Excellent record keeping skills and attention to detail, in order to complete documents and produce reports	E	A/I/R
	Ability to make warm, caring and respectful relationships with children	E	I/R
	Able to implement a child-centred approach to teaching and learning	E	I/R
	Keep abreast of research and current procedures and practices	D	A
Personal Qualities	Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school	E	A/I
	Commitment to equal opportunities and securing good outcomes for vulnerable pupils and pupils with SEN or a disability	E	A/R
	Ability to work under pressure and prioritise effectively	E	A/R
	Commitment to handling sensitive data and upholding confidentiality at all times	E	A/R
	Commitment to safeguarding and equality	E	A/I/R

A = Application

I = Interview

R = Reference