

Ravensthorpe CE (VC) Junior School Employee Specification – SENDCo Salary Range – MPS/UPS + TLR 2B

Note to applicants

You should provide a high quality, concise letter of application which addresses the following criteria. To be short-listed, candidates will initially be judged on how well they address the criteria listed as essential. Desirable criteria will be taken into account if there are a large number of applicants.

The end column indicates how the criteria will be identified: Application Form (A), Letter of Application (L), Interview (I) and /or References (R)

		Essential	Desirable	How identified
Relevant Experience				
1.1	Recent experience of teaching pupils in KS2	✓		A/L/I/R
1.2	Excellent classroom practitioner with the ability to motivate and inspire pupils and meet individual needs	✓		L/I
1.3	Deep understanding of Teaching and Learning	✓		L/I
1.4	Experience of leading, managing and delivering personalised learning programmes/interventions for pupils		✓	L/I
1.5	Experience and knowledge of managing pupils with communication and interaction needs		✓	L/I
1.6	Experience of leading and supporting staff in the writing of personalised support plans		✓	L/I
1.7	Experience of working in partnership with parent, carers and colleagues in other agencies and provisions	✓		L/I
1.8	Experience of managing staff		✓	L/I
Education and Training				
2.1	Qualified teacher status	✓		A
2.2	Working towards or have attained the SENCO Qualification	✓		A/L/I
2.3	Evidence of regular and relevant professional development	✓		A/L/R
2.4	Preparedness to work towards gaining necessary specialist qualifications and commitment to continued professional development	✓		L/I
Knowledge and Skills				
3.1	A thorough working knowledge of the SEN Code of Practice	✓		L/I
3.2	Ability to organised and manage annual and interim reviews for pupils	✓		L/I
3.3	Thorough knowledge of the whole curriculum, current education issues and developments	✓		L/I

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3.4	Demonstrate excellent interpersonal and communication skills with pupils, staff, parents, Governors and the wider community	✓		L/I
3.5	Ability to balance the leadership and teaching aspects of the post	✓		I
3.6	Commitment to and thorough understanding of equality and inclusion	✓		L/I
3.7	Knowledge and experience of assessment, data analysis and target setting strategies		✓	L/I
3.8	Commitment and ability to raise standards for all pupils	✓		L/I
3.9	Ability to lead and support staff development	✓		L/I
3.10	Effective communication skills	✓		I
Additional Factors				
4.1	A commitment to develop and enhance the Christian character of the school	✓		L/I
4.2	Energy, enthusiasm and a sense of humour	✓		I
4.3	Ability to respond positively to new initiatives in education	✓		L/I
Safeguarding Children				
5.1	Knowledge, understanding, experience of and commitment to Child Protection, safer recruitment and safeguarding policies and procedures.	✓		L/I/R
5.2	Ability to form and maintain appropriate relationships and personal boundaries with pupils.	✓		L/R
5.3	Willingness to undertake an enhanced Disclosure and Barring Service check. Please note a conviction may not exclude candidates from employment but will be considered as part of the selection process.	✓		A