

St Bernadette's Catholic Primary School
SENCO Person Specification

AREA	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Experience	<ul style="list-style-type: none"> Varied experience and understanding of teaching and learning across the primary age range Previous recent experience as a Senco / Inclusion Manager in a primary school Experience of contributing to self evaluation and school improvement Experience of leading training and other staff development activities 	<ul style="list-style-type: none"> Experience of working with governors, parents and the wider community 	
Qualifications / Training	<ul style="list-style-type: none"> Empathy with the Catholic ethos of the school Qualified Teacher status Nasenco qualification or willingness and ability to obtain the Senco NPQ within 3 years of appointment 	<ul style="list-style-type: none"> Evidence of further professional development Practising Catholic 	
Knowledge and Understanding	<ul style="list-style-type: none"> Knowledge of current educational developments Sound knowledge of Special Educational Needs Awareness of issues affecting Special Educational Needs in EYFS, Key Stages 1 and 2 Understanding of what constitutes high quality teaching and learning Knowledge of strategies for promoting good behaviour and consistent approaches to discipline How target setting, pupil tracking and benchmarking and other forms of analysing pupil performance can raise standards of achievement. 	<ul style="list-style-type: none"> Knowledge and understanding of recent key educational issues throughout the Primary Phase 	
Practical Skills	<ul style="list-style-type: none"> Proven experience of a range of assessment strategies Ability to motivate, lead and manage people to work both individually and in teams Ability to implement change and plan strategically Outstanding communication skills, with a range of audiences both orally and in writing Ability to prioritise, work under pressure and meet deadlines Effective problem solving skills 	<ul style="list-style-type: none"> 	
Personal Qualities and Attributes	<ul style="list-style-type: none"> Ability to work independently and to take the initiative in a proactive manner 	<ul style="list-style-type: none"> 	

	<ul style="list-style-type: none"> • Ability to maintain a professional attitude at all times • Relate well to pupils, staff and parents and carers about their individual needs • Able to adapt to changing circumstances and new ideas in a positive and creative manner • Ability to deal with sensitive issues in a professional manner • Has high expectations of self and others 		
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