



St Mary's Catholic Primary School

"Love to Learn and Learn to Love"

SEND/CO/Designated Teacher – Person Specification

RECRUITMENT

The criteria below will form the basis for the short-listing and interview process, and candidates are requested to respond accordingly.

Educational qualifications and training	Essential	Desirable	How identified
Qualified teacher status	✓		Application
Degree or equivalent	✓		Application
Have gained or willingness to work toward the National Qualification for SEND/COs	✓		Application
Evidence of further study		✓	Application and Interview
Experience and Leadership skills			
Varied experience and understanding of teaching and learning across the primary age range.	✓		Application, Interview and References
Successful experience in a middle or senior leader role in a primary school	✓		Application, Interview and References
Experience in Inclusion and/or SEND	✓		Application
Experience of data analysis	✓		Application
Experience of leading workshops, staff meetings and INSET	✓		Application
Ability to monitor and evaluate an aspect of school provision	✓		Application, Interview and References
Experience of leading and managing people and to hold staff accountable	✓		Application and Interview
Experience of contributing to self-evaluation of school	✓		Application
Ability to problem solve, particularly under pressure	✓		Application and References
Excellent classroom practitioner	✓		Application and References
Experience of teaching in more than one key stage and knowledge of the national Curriculum		✓	Application
Experience of coaching and mentoring		✓	Application
Experience of leading training and other staff development activities, including appraisal		✓	Application and References
Experience of working with governors, parents and the wider community		✓	Application and References
Ability to maintain culture of high expectations		✓	Application and References
Experience of supporting looked-after children and their families		✓	Application and References
Knowledge and Understanding			
Knowledge of relevant legislation – in particular the SEN Code of Practice and Pupil premium, equal opportunities and disability discrimination and how these apply to pupils	✓		Application
Knowledge of the range and type of interventions available and the ability to apply these appropriately in the context of the school's resources and the individual child	✓		Application
Familiarity with the concepts of Gifted and Talented	✓		Application
Understanding of strategies of school improvement			Application and Interview
Good understanding of curriculum and pedagogical issues related to extending pupil performance and the development of thinking skills	✓		Application and Interview

Good understanding of the principles behind school improvement and school improvement planning	✓		Application and Interview
Commitment to the knowledge and understanding of current educational issues			Application
Committed to safeguarding and promoting the welfare of children	✓		Application and Interview
Understanding of the distinctive nature of a Catholic primary school		✓	Application and Interview
Knowledge of Analyse School Performance -ASP		✓	Application
Interpersonal qualities and attributes			
Ability to positively influence others	✓		Interview and References
Ability to communicate well with a range of audiences in both written and oral form	✓		Application and Interview
Ability to lead and work as part of a team	✓		Interview
Flexible and imaginative; able to generate and implement new ideas and technologies	✓		Application and Interview
Commitment to developing the whole child, whilst maintaining academic standards	✓		Application, Interview and References