**PERSON SPECIFICATION – Class Teacher with SENDCO responsibility**

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| **Person Specification** | **Essential** | **Desirable** | **Recruiting Method** |
| **Education and Training** | Undergraduate Degree in any subject and a postgraduate teaching qualification (PGCE) or equivalentQualified Teacher StatusNational Award for Special Educational Needs Coordination (NASENCO) or completion within 3 years of taking up your post | Early Years SENCO award (if applicable) | ApplicationCertificates |
| **Skills and Experience** | Experience of teaching and supporting pupils with SENExcellent communication and interpersonal skillsBehaviour management skills, with the ability to manage confrontation and challenging behaviourInitiative and problem solving skillsObservant and responsive approachAbility to create a stimulating and safe learning environmentAbility to plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teachAbility to assess and record the progress of pupils’ learning to inform next steps and monitor progressTo teach using a wide variety of strategies to maximise achievement for all children, including those with special educational needs and high achieversAbility to successfully deploy a wide range of effective behaviour management strategiesHigh level of oral and written communication skills and an ability to work in partnership with other staff | Experience in different settings and with pupils of different agesLeadership and management experience in a school settingKnowledge of current education and professional developments and an understanding of their application in a whole school context | ApplicationInterviewAssessment |
| **Specialist Knowledge and Skills** | Extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners Extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the curriculum areas being taught Demonstrates an awareness, understanding and commitment to the protection and safeguarding of children and young peopleDemonstrates an awareness, understanding and commitment to equal opportunities |  | ApplicationInterviewAssessment |
| **Behaviours and Values** | Strong professional relationships with parents and pupilsConfident team working skills to liaise with internal and external professionalsAbility to be cheerful, flexible and have a good sense of humourA positive, energetic and enthusiastic outlookPatience, understanding and empathy with pupils and parentsEvidence of being a team playerTwo fully supportive references from appropriate sourcesDisplay an understanding and commitment to the safeguarding of children; successful completion of an enhanced DBS and safeguarding checks |  | ApplicationInterviewAssessment |

The Trust is committed to safeguarding and promoting the welfare of children and to ensuring a culture of valuing diversity and ensuring equality of opportunities.