**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 equivalent  Qualified Teacher Status  National Award for Special Educational Needs Coordination (NASENCO) or completion within 3 years of taking up your post | Early Years SENCO award (if applicable) | Application  Certificates |
| **Skills and Experience** | Experience of teaching and supporting pupils with SEN  Excellent communication and interpersonal skills  Behaviour management skills, with the ability to manage confrontation and challenging behaviour  Initiative and problem solving skills  Observant and responsive approach  Ability to create a stimulating and safe learning environment  Ability to plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teach  Ability to assess and record the progress of pupils’ learning to inform next steps and monitor progress  To teach using a wide variety of strategies to maximise achievement for all children, including those with special educational needs and high achievers  Ability to successfully deploy a wide range of effective behaviour management strategies  High 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 ages  Leadership and management experience in a school setting  Knowledge of current education and professional developments and an understanding of their application in a whole school context | Application  Interview  Assessment |
| **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 people  Demonstrates an awareness, understanding and commitment to equal opportunities |  | Application  Interview  Assessment |
| **Behaviours and Values** | Strong professional relationships with parents and pupils  Confident team working skills to liaise with internal and external professionals  Ability to be cheerful, flexible and have a good sense of humour  A positive, energetic and enthusiastic outlook  Patience, understanding and empathy with pupils and parents  Evidence of being a team player  Two fully supportive references from appropriate sources  Display an understanding and commitment to the safeguarding of children; successful completion of an enhanced DBS and safeguarding checks |  | Application  Interview  Assessment |

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.