Lancashire County Council

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| **Person specification form** | | |
| SENCO | **Grade:** MPS/UPS + SEN allowance | |
| **Directorate:** Children and Young People | | |
| **Establishment or team:** Queen’s Drive Primary School | | |
| **Requirements**  **(based on the job description)** | **Essential (E) or**  **desirable (D)** | **To be identified by: application form (AF), interview (I), or other (give**  **details)** |
| **Training and Qualifications** |  |  |
| Qualified Teacher Status | E | A |
| Degree | E | A |
| Evidence of recent and relevant training applicable to the post | E | A |
| NASENCO | D | A |
| **Experience** |  |  |
| Recent knowledge of EYFS, KS1 and KS2 | E | A/L/I |
| Experience of working with children with children with additional needs, including medical. | D | A/L/I |
| Experience of teaching and assessing Phonics | D | A/L/I |
| Experience of Leading SEND Provision/Intervention | E | A/L/I |
| **Knowledge, skills and abilities** |  |  |
| Have high expectations of all pupils | E | A/L/I |
| Engage the interests of learners | E | A/L/I |
| Effectively manage support staff in the classroom | E | A/L/I |
| Outstanding classroom management and organisation | E | A/L/I |
| Outstanding behaviour management | E | A/L/I |
| A clear understanding of how assessment for learning practices support teaching and learning  Use a range of strategies to provide feedback to pupils  Closely assess, track, record and report pupils’ progress  Demonstrate an understanding of the SEND Code of Practice | E  E  E  E | A/L/I  A/L/I  A/L/I  A/L/I |

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| **Professional knowledge and understanding** National policies, priorities and statutory frameworks Assessment and tracking of pupil progress Application of ICT to support teaching and learning  Ability to create and promote a stimulating learning environment for all learners  Ability to lead key initiatives and developments Good understanding of and commitment to inclusion Child Protection and safeguarding | | E E E E  E E E | L/I L/I L/I L/I  L/I L/I L/I |
| **Personal Skills and attributes**  Good communication skills Interpersonal skills  Ability to prioritise time effectively  Flexibility  Personal impact and enthusiasm Self-confidence and presence  Commitment and integrity Ability to work as part of a team  A commitment to further professional development  A willingness to participate in the wider life of the school, including extra-curricular activities  **Other**   1. Commitment to safeguarding and protecting the welfare of children and young people 2. Commitment to equality and diversity 3. Commitment to health and safety 4. Commitment to attendance at work | | E E E E E E E E E E  E  E  E  E  E | L/I L/I L/I L/I L/I L/I L/I L/I L/I L/I  L/I    L/I  L/I  L/I  L/I |
| **Prepared by:** | Mr M Aspinall | **Date:** | 05/05/2022 |
| **Note: We will always consider your references and Criminal Declaration before confirming a job offer in writing**. | | | |

# Application form and letter

The form should be fully completed and free from error. The letter should be clear and concise and related to the specific post.

# Confidential references and reports

References should provide:

A strong level of support for relevant professional and personal knowledge, skills and abilities referred to above.

Positive recommendation from current employer (if applicable)