

## Deepdale Community Primary School

<b>Person specification</b>		
<b>Job title:</b> Permanent SENCO	From April 2025	
<b>Directorate:</b> Children and Young People		
<b>Establishment or team:</b> Deepdale Community Primary School		
Requirements (based on the job description)	Essential (E) or desirable (D)	To be identified by: application form (A), interview (I), reference (R)
<b>Qualifications</b>		
Good Honours degree	E	A
Qualified Teacher Status	E	A
National Award for SEN Co-ordination, or a willingness to complete the NPQ for SENCOs within 3 years of appointment	E	A
Recent & relevant participation in professional development	E	A
<b>Experience &amp; Professional Knowledge</b>		
Be a strong, effective and experienced classroom practitioner with the ability to lead by example and to demonstrate innovative approaches to teaching, learning and curriculum development.	E	A,I,R
An excellent understanding of the relevant SEND legislation that underpins SEND provision in schools.	E	A,I,R
Professional skills in English, Phonics, Maths and ICT/computing	E	A,I, R
Experience in identifying and meeting the needs of all learners with SEND	E	A,I, R
Experience in providing high quality learning environments to meet the needs of learners with SEND	E	A,I,R
Experience of working with pupils who can exhibit challenging or unexpected behaviour and a flexibility and willingness to support them to achieve their potential	E	A, I, R
Extensive experience of working with teachers, TAs, parents and external specialists	E	A, I, R

Experience of working at a whole school level	E	A,I,R
Experience of leading training/arranging CPD	E	A,I,R
Understanding of what makes Quality first teaching and of effective intervention strategies	E	A,I,R
<b>Knowledge, skills and abilities</b>		
Be able to demonstrate and model the highest professional standards, attributes and behaviours to the whole school community	E	A,I,R
Strong communication / interpersonal skills	E	A,I,R,
Ability to create a happy, nurturing and effective learning environment	E	A,I,R
Ability to develop strong partnerships with parents, other schools, educational psychologists, Health & Social care professionals and other external agencies	E	A,I,R
Ability to lead, motivate and inspire others to achieve excellence	E	A, I, R
Ability to work closely with teaching staff to ensure that pupils identified SEND needs are met and to co-ordinate the work of the SEND TAs to ensure high quality in class support		A, I, R
Ability to plan and evaluate interventions	E	A,I,R
Data Analysis skills and the ability to use data to inform provision planning	E	A,I,R
Excellent record keeping skills	E	A,I,R
Excellent Organisation & Time Management Skills	E	A,I,R
Ability to meet deadlines	E	A,I,R
<b>Personal Characteristics</b>		
Organised and dedicated	E	A,I,R
Professionalism - have very high expectations and standards	E	A,I,R
A high level of personal motivation and enthusiasm	E	A,I,R
The ability to work closely as part of a team	E	A, I, R
Flexible and a good sense of humour	E	A, I, R
Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school	E	A,I,R
Commitment to equal opportunities and securing good outcomes for pupils with SEND	E	I, R
Ability to work under pressure and prioritise effectively	E	I, R

Have the desire and motivation to build and strengthen links with parents, governors and the wider community;	E	A,I, R
Have a very strong commitment to CPD and well-being	E	A, I, R
Have a positive attitude, be solution focussed and have a growth mind-set	E	A, I, R
<b>Other</b>		
Commitment to ensure that all children in your care are safe from harm/ knowledge of safeguarding issues	E	I
Commitment to health and safety	E	I
Commitment to maintaining confidentiality at all time	E	I
<b>Please Note: References will always be considered before confirming a job offer in writing.</b>		

**Terms and Conditions:** In accordance with the School Teacher's Pay and Conditions Document.

The post will be subject to strong supportive professional references. The Governors are committed to ensuring that an appointment will follow safer recruiting procedures and a DBS check will be required before appointment.