



Person Specification – SENCo with Teaching Responsibilities

Holy Saviour R.C. Primary School, Nelson

Requirements	Essential (E) Or Desirable (D)	To be identified by: Application form (AF) Interview (I) References (R) Observation (O)
<p><u>Application</u></p> <p>Fully completed application form</p> <p>Well considered and relevant supporting letter</p> <p>Professional references should provide a strong level of support for skills, knowledge and attributes referred to below.</p> <p>A supportive faith reference</p>	<p>E</p> <p>E</p> <p>E</p> <p>D</p>	<p>AF</p> <p>AF</p> <p>R</p> <p>R</p>
<p><u>Training and Qualifications</u></p> <p>Hold National Award for SENCo Qualification or are exempt from Holding the NASENCo qualification due to length of service</p> <p>QTS</p> <p>Degree</p> <p>Experience of teaching in more than one school</p> <p>Experience of teaching in KS1 & 2</p> <p>Catholic Teachers Certificate</p>	<p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p>	<p>AF</p> <p>AF/I/R</p> <p>AF/I</p> <p>AF</p> <p>AF</p> <p>AF</p>
<p><u>Knowledge/Skills/Abilities</u></p> <p>A clear vision about the inclusion of children with a wide variety of needs</p> <p>Knowledge of statutory frameworks, curriculum, current policy and procedures including SEN Code of Practice</p> <p>Have high expectations and be passionate about teaching and working with children</p> <p>Experience of liaising with a wide range of SEND agencies and other agencies to support children.</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>AF/I/R/O</p> <p>AF/I/R/O</p> <p>AF/I</p> <p>I/R/O</p>

Proven ability as a class teacher securing good progress and attainment for all.	E	I/R/O
Knowledge of high incidence SEND and some strategies for managing these	E	I/R/O
Excellent classroom practice and behaviour management skills	E	AF/I
Be able to work effectively with external agencies, parents, carers and teachers	E	AF/I
<u>Skills and Attributes</u>		
Enthusiastic, with a high level of motivation and initiative	E	AF/I/R
Good communication and interpersonal skills	E	AF/I/R
Creative and effective teaching and learning skills	E	AF/I/R/O
Adaptability to changing circumstances and new ideas	E	AF/I/R
Ability to provide a stimulating, encouraging and secure learning environment	E	AF/I/R/O
Values creativity in raising pupil attainment and self esteem	E	AF/I/R
Show a good commitment to sustained attendance at work	E	AF/I/R
Demonstrate resilience and optimism	E	R
Demonstrate impact and presence	E	AF/I/R
Passion and Drive for SEN	E	AF/I/R/O
<u>Leadership and Management</u>		
Support staff members to understand the needs of pupils with SEND	E	AF/I/R
Promote a safe and secure learning environment for pupils with SEND, and action improvement plans where necessary	E	AF/I/R
Act as a point of contact and offer advice to staff seeking to learn more about, or develop skills relating to, SEND.	E	AF/I/R
Ensure the school's SEND provision is inclusive at all levels	E	AF/I
Support staff in recognising and fulfilling their responsibilities to support pupils with SEND	E	AF/I
<u>Personal Attributes</u>		
Self-motivated and well-organised	E	AF/I/R
Flexible, good humoured and approachable	E	AF/I/R/O
High expectations of self and others	E	AF/I/R

Ability to work as part of a team	E	AF/I/R/O
<u>Other</u>		
Commitment to support the vision and aims of Holy Saviour RC Primary School and contribute to the strong Catholic ethos.	E	I
Commitment to safeguarding and protecting the welfare of children and young people	E	I
Commitment to equality and diversity	E	I
Commitment to health and safety	E	AF/R/I
Commitment to the life and work of the school including after school activities	E	AF/R/I