

Coleham Primary School
Post of SENDCO/Key Stage 2 teacher
Person Specification

Category	Essential	Desirable	Where Identified
Qualifications and Training	Graduate Qualified Teacher Status	Evidence of continued professional development in relevant areas. Evidence of participation in INSET. National Award for SEN Co-ordination. Deputy Designated Lead training. First Aid qualification (or willingness to obtain qualification).	<ul style="list-style-type: none"> • Application • Original Certificates
Experience	Excellent teaching skills and experience across the primary age range. Evidence of successfully implementing change or innovation. Experience of working successfully in partnership with external agencies. Willingness to achieve the National Award for SEN Co-ordination	Successful experience of managing, monitoring, motivating and developing the performance of staff, including support staff. Experience of working successfully to support, mentor and inspire other members of staff Experience implementing a whole school improvement project, which has had a positive impact across school. Experience as a Deputy Designated Lead in current setting.	<ul style="list-style-type: none"> • Application • Reference • Interview
Knowledge and Understanding	Knowledge of: <ul style="list-style-type: none"> • varied approaches to learning • strategies to raise pupil achievement • curriculum development and curriculum issues (FS/KS1/KS2) • inclusion • SEND provision • monitoring and evaluation • the potential of ICT for management, teaching and learning 	Knowledge of: <ul style="list-style-type: none"> • whole school assessment and target setting strategies • strategies to drive school improvement • diversity and equality requirements • an OFSTED inspection and its follow up • The way schools can promote values and a moral code • Safeguarding procedures 	<ul style="list-style-type: none"> • Application • Reference • Interview
Skills	Ability to analyse, problem-solve and prioritise. Ability to plan, to develop, to initiate, to implement and to evaluate policy effectively. Ability to manage people, and to manage conflict.	Ability to analyse and interpret data, and to use this to generate and promote improvement. Ability to produce relevant action plans based on whole school data with measureable outcomes.	<ul style="list-style-type: none"> • Application • Reference • Interview

	<p>Ability to work effectively as a member of a team.</p> <p>Ability to initiate and manage change.</p> <p>Excellent communication skills with a variety of audiences in both speaking and writing.</p>	<p>Ability to set targets for school improvement.</p>	
Personal Attributes	<p>A clear vision and understanding of the needs of primary aged pupils.</p> <p>Personal integrity.</p> <p>Excellent interpersonal skills and the ability to form strong relationships of trust and respect with pupils, staff, parents, governors, and the wider community.</p> <p>Ability to demonstrate enthusiasm and sensitivity while working with others.</p> <p>Commitment to the respect agenda with regard to race, gender, sexuality and transgender equality.</p> <p>An absolute commitment to the safety of children and safe practices.</p>	<p>Ability to generate new ideas.</p> <p>Ability to support members of staff across school.</p>	<ul style="list-style-type: none"> • Application • Reference • Interview