



**Person Specification for the role of SENCO
at
South Grove Primary School**

1	Educational Qualifications and Training	Int	Appl	Obs/Ex
1.1	A recognised teaching qualification to teach in the UK Qualified Teacher Status (QTS) (B.Ed, PGCE, or equivalent), with at least 5 years' experience of full-time teaching across the Primary Age Range	E	E	
1.2	Qualified for Primary Sector	E	E	
1.3	Higher Education qualification other than initial teacher training – National SEN Co-ordination qualification or willingness to undertake	E	E	
1.4	Recent, relevant and continuous personal and professional development	E	E	

		Int	Appl	Obs/Ex
2	Experience			
2.1	Successfully teaching at Primary Level across at least 2 Key Stages	E	E	E
2.2	Recent experience working as SENCo/ SEN Teacher	E	E	E
2.3	Understanding of the challenges presented in an inclusive and multicultural school	E	E	
2.4	Understanding, teaching and successfully meeting the needs of a wide range of pupils with Special Educational Needs	E	E	E
2.5	Shaping the strategic direction of aspects of the school	E	E	
2.6	Lead and manage colleagues and staff	E	E	
2.7	Manage a budget and identify resources to support and accelerate learning	E	E	
2.8	Working with parents and families to secure good outcomes for pupils	E	E	
2.9	Worked with and alongside a wide range of external agencies advice to support children with SEN	E	E	
2.10	Effective Team Leadership/Senior Leadership/ Leadership of a curriculum area	E	E	
2.11	Leading quality and informative staff development and CPD	E	E	
2.12	Use of tracking and data analysis, monitor progress, and identify additional resources to support progress	E	E	E

		Int	Appl	Obs/Ex
3	Knowledge			
3.1	Knowledge of leading and managing Inclusion and/or SEND	E	E	
3.2	An excellent knowledge and understanding of the National Curriculum and the SEN Code of Practice	E	E	E
3.3	Has devised and used Children's Plans to support and progress learning and able to demonstrate understanding of 'P' Levels	E	E	E
3.4	To keep apprised with current educational issues both local and national developments relating to Inclusion and be able to disseminate information as appropriate	E	E	
3.5	Evidence of the ability to plan, teach and assess in order to promote good or better pupil progress, appropriate to different pupils' needs	E	E	E

3.6	Strategies for improving the quality of teaching and learning, specifically in relation to SEND	E	E	
3.7	Knowledge of a range of strategies that assist with the early identification of SEN, including the use of a range of assessment tools	E	E	
3.8	Knowledge and understanding of children's social, emotional, intellectual and physical development	E	E	
3.9	Ability to establish a positive learning environment, where pupils thrive and behave well	E	E	
3.10	Evidence of the ability to work alongside colleagues to motivate and move them on in their practice	E	E	
3.11	Good knowledge of safeguarding, and an understanding of the impact this has on a school	E	E	

		Int	Appl	Obs/Ex
4	Personal Qualities – Skills and Attributes			
4.1	A highly motivated, energetic and enthusiastic team member and leader who is approachable and promotes positive relationships	E	E	
4.2	A proven track record as an excellent, creative teacher who motivates children	E	E	E
4.3	Genuine passion and a belief in the potential of every pupil	E	E	
4.4	Vision aligned with South Grove's high aspirations - Evidence of a desire to set high professional standards and expectations – both for self and others	E	E	E
4.5	High expectations for accountability and consistency	E	E	
4.6	Demonstrate a range of effective communication skills to a wide range of audiences	E	E	
4.7	Motivation to continually improve standards and achieve excellence	E	E	E
4.8	Effective administrative and organisational skills	E	E	
4.9	Ability to manage effectively pupil discipline and have a commitment to a high level of pastoral care	E	E	
4.10	An effective working knowledge of ICT for teaching, management and administrative purposes	E	E	
4.11	High level of self-awareness and self-management in stressful situations	E	E	
4.12	The ability to reflect on, and improve own practice for personal fulfilment, shaping the role and making a difference	E	E	
4.13	Commitment to regular and on-going professional development and training to establish outstanding practice	E	E	

5	Other job specific requirements			
5.1	Commitment to and evidence of promoting Equal Opportunities strategies within the school, curriculum and employment practice	E	E	

6	Disqualifying factors			
6.1	An indication of sexist, racist or anti-disability attitudes or any other attitudes inconsistent with the Council's Equal Opportunities Policy	E	E	

Int – Interview
Appl– Application Form
Obs – Observation
Ex – In-tray exercise