



PERSON SPECIFICATION – Class Teacher with SENDCO responsibility

Person Specification	Essential	Desirable	Recruiting Method
Education and Training	Undergraduate Degree in any subject and a postgraduate teaching qualification (PGCE) or equivalent Qualified Teacher Status National Award for Special Educational Needs Coordination (NASENCO) or completion within 3 years of taking up your post	Early Years SENCO award (if applicable)	Application Certificates
Skills and Experience	Experience of teaching and supporting pupils with SEN Excellent communication and interpersonal skills Behaviour management skills, with the ability to manage confrontation and challenging behaviour Initiative and problem solving skills Observant and responsive approach Ability to create a stimulating and safe learning environment Ability to plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teach Ability to assess and record the progress of pupils' learning to inform next steps and monitor progress To teach using a wide variety of strategies to maximise achievement for all children, including those with special educational needs and high achievers Ability to successfully deploy a wide range of effective behaviour management strategies High level of oral and written communication skills and an ability to work in partnership with other staff	Experience in different settings and with pupils of different ages Leadership and management experience in a school setting Knowledge of current education and professional developments and an understanding of their application in a whole school context	Application Interview Assessment
Specialist Knowledge and Skills	Extensive knowledge and understanding of how to use and adapt a range of teaching, learning		Application Interview

	<p>and behaviour management strategies, including how to personalise learning to provide opportunities for all learners</p> <p>Extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the curriculum areas being taught</p> <p>Demonstrates an awareness, understanding and commitment to the protection and safeguarding of children and young people</p> <p>Demonstrates an awareness, understanding and commitment to equal opportunities</p>		Assessment
Behaviours and Values	<p>Strong professional relationships with parents and pupils</p> <p>Confident team working skills to liaise with internal and external professionals</p> <p>Ability to be cheerful, flexible and have a good sense of humour</p> <p>A positive, energetic and enthusiastic outlook</p> <p>Patience, understanding and empathy with pupils and parents</p> <p>Evidence of being a team player</p> <p>Two fully supportive references from appropriate sources</p> <p>Display an understanding and commitment to the safeguarding of children; successful completion of an enhanced DBS and safeguarding checks</p>		Application Interview Assessment

The Trust is committed to safeguarding and promoting the welfare of children and to ensuring a culture of valuing diversity and ensuring equality of opportunities.