



Leigh Primary School
Person Specification

<u>Inclusion Manager/SENDCO</u>		
QUALIFICATIONS	Essential	Desirable
Qualified Teacher Status	✓	
Evidence of ongoing professional development	✓	
Willingness to study for the NPQ for National SENCO Award or completion of the National SENCO Award.	✓	
Designated Safeguarding Leader Training		✓
EXPERIENCE		
Evidence of strong teaching practice	✓	
Evidence of quality first adaptive/inclusion teaching practices	✓	
Evidence of experience in teaching in EYFS, KS1 and KS2		✓
Recent experience of working with senior leadership/subject leaders	✓	
Evidence of using the outcomes of monitoring activities to raise personal standards.	✓	
Experience of leading a school initiative.	✓	
Experience of working with parents to support children's progress.	✓	
Experience of working with other professionals and/or agencies to meet the needs of children with additional needs.	✓	
Experience of working with professionals/agencies in a safeguarding context		✓
Experience of working and holding the post of SENCO		✓
KNOWLEDGE		
Excellent understanding of the principles of inclusive teaching and experience of teaching children across the 4 main areas of special educational need.	✓	
The principles of effective assessment for learning	✓	
Knowledge and understanding of data analysis and the ability to use data to set targets for improvement		✓
Knowledge of current safeguarding child protection procedures	✓	
Knowledge of Special Education Need legislation and SEND Code of Practice		
SKILLS AND ABILITIES		
Understanding of high-quality teaching and application of this understanding	✓	
An ability to inspire, challenge, motivate students	✓	
Ability to investigate, resolve problems and make decisions	✓	
Communicate effectively to a wide range of different audiences (verbal, written, using ICT as appropriate)	✓	
Ability to ensure that the school atmosphere is welcoming and that parents are encouraged to take an active part in the life of the school and their child's education	✓	
Expecting and facilitating all children to reach their potential irrespective of social background	✓	
Ability to manage effectively pupil behaviour and have a commitment to a high level of pastoral care	✓	
Effective organizational and time management skills and time management	✓	

PERSONAL ATTRIBUTES		
Emotional intelligence to work cohesively within a small team.	✓	
Emotional resilience to deal with a variety of challenging situations	✓	
Innovative and open to new ways of thinking	✓	
Ability to be professional, maintain confidentiality and encourage mutual respect	✓	
Motivated to make decisions in a collaborative way and confidence to contribute in staff meetings	✓	
Passionate about improving the lives of young people	✓	
Proactive and able to work autonomously and with initiative	✓	
Committed to safeguarding and promoting the welfare of children	✓	
Supportive of the school vision and values	✓	