

Radipole Primary School

Person Specification: SENDCo with leadership (with potential for Assistant Headteacher role)

| | Essential | Desirable |
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| Qualifications | <p>Qualified Teacher Status.</p> <p>NASENCo / NPQ qualified or evidence of pursuing a place on this course within the statutory time limit of 3 years.</p> <p>Considerable experience of working with Special Educational Needs or as a SENCO.</p> <p>Evidence of continuing professional development related to the post.</p> | <p>Level 3 safeguarding / DSL training</p> |
| Experience | <p>Successful teaching experience across the primary age range, including successful support of children with a range of SEND and those eligible for pupil premium funding</p> <p>Leading workshops and meetings for staff and parents.</p> <p>Experience of monitoring teaching, learning and assessment that meets the needs of pupils with SEND.</p> | <p>Experience of being an Inclusion/SEN/LAC Leader.</p> <p>Experience of working at a whole school level</p> <p>Experience of working with external agencies</p> <p>Experience of working within a leadership team</p> |
| Knowledge, skills and understanding | <p>A thorough knowledge and understanding of the SEND Code of Practice.</p> <p>An understanding of the challenges facing primary education and SEND provision.</p> <p>Ability to evidence excellent IT skills on a wide range of programmes and software</p> <p>Ability to work flexibly and collaboratively as part of a team as well as alone</p> | <p>Understanding of trauma-informed, therapeutic approaches to nurture and well-being for pupils</p> |

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| | <p>Ability to meet the needs of all children and raise standards</p> <p>Effective teaching and learning skills that challenge and inspire</p> <p>Data analysis skills and the ability to use data to inform provision planning</p> | |
| Leadership | <p>Ability to provide a clear vision and direction for the development of inclusive practice.</p> <p>Commitment to working with the Headteacher and members of the Leadership Team in delivering whole-school strategies.</p> <p>Commitment to promoting an environment where all children will maximise and achieve their potential.</p> <p>Ability to liaise with all stakeholders, including education and medical professionals, governors and parents</p> | <p>Whole school strategic input and overview</p> <p>Experience of line management of staff</p> <p>Experience of training and supporting staff to raise standards</p> <p>Experience of or the ability to lead behaviour across the whole school</p> |
| Personal attributes | <p>Ability to maintain high levels of confidentiality.</p> <p>Ability to remain calm and focused under pressure.</p> <p>Ability to prioritise and work well using your initiative.</p> <p>Excellent communication skills.</p> | |

NB: We will shortlist candidates using the person specification above. Please address as many of the points above in your supporting statement so that we will be able to invite you to interview.