

HOLY SPIRIT CATHOLIC & CHURCH OF ENGLAND PRIMARY SCHOOL

PERSON SPECIFICATION

PREPARED BY JOANNE CARTMELL – JANUARY 2024

	ESSENTIAL CRITERIA		DESIRABLE CRITERIA
Qualifications and training Application	<ul style="list-style-type: none"> • Qualified teacher status • National Award for SEN Co-ordination, or a willingness to complete it within 3 years of appointment • Degree 	Qualifications and training Application	<ul style="list-style-type: none"> • Mental Health training
Experience Application, Interview & Reference	<ul style="list-style-type: none"> • Teaching – an excellent, organised classroom practitioner with high expectations of pupils' outcomes and behaviour • Experience of working at a whole-school level • Experience of conducting training/leading INSET • Experience of writing EHCP's and other legal documentation relevant to the role 	Experience Application, Interview & Reference	<ul style="list-style-type: none"> • Experience of teaching across all 3 key stages • Involvement in self-evaluation and development planning • Experience of managing staff • Experience of working with children and families with EAL

Skills and knowledge Application & Interview	<ul style="list-style-type: none"> • Sound knowledge of the SEND Code of Practice • Understanding of what makes 'quality first' teaching, and of effective intervention strategies • Ability to write and evaluate effective school support plans • Ability to plan and evaluate interventions • Data analysis skills and the ability to use data to inform provision planning • Effective communication and interpersonal skills • Ability to build effective working relationships • Ability to influence and negotiate • Good record-keeping skills 	Skills and knowledge Interview	<ul style="list-style-type: none"> • Knowledge and understanding of relevant funding for SEND children
Personal qualities Application, Interview & Reference	<ul style="list-style-type: none"> • Commitment to getting the best outcomes for pupils and promoting the Christian ethos and values of the school • Positive team player who can motivate and enthuse others • Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability 	Personal qualities Interview	<ul style="list-style-type: none"> • Practising Christian • A good sense of humour and fun

	<ul style="list-style-type: none"> • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality • Commitment to the wider life of the school 		