

## **PERSON SPECIFICATION**

**JOB TITLE: Deputy SENDCO**

**ALL STAFF ARE EXPECTED TO BE COMMITTED TO THE CITY COUNCIL'S EQUAL OPPORTUNITIES POLICY**

|                                 | ESSENTIAL   | DESIRABLE  |
|---------------------------------|---|--|
| QUALIFICATIONS                  | Qualified Teacher Status and evidence of appropriate subsequent in-service training.  |  |
| EXPERIENCE                      | <p>Minimum of 2 years recent successful teaching experience</p> <p>Proven experience of high standards of primary classroom practice and of teaching area of responsibility.</p> <p>Evidence of the personal and intellectual qualities required to set an example to others and to lead a team.</p> <p>Respect for the views of parents and a commitment to the importance of the involvement of parents in the learning process.</p> <p>Evidence of a commitment to excellence and the maximising of academic and personal achievement of pupils.</p> <p>Evidence of successful contributions to and responsibilities within the SEN area.</p>  | <p>Preferably experience across EYFS and Key Stages 1 and 2</p> <p>Experience of teaching in at least one inner city, multi-cultural school.</p> |
| SKILLS, KNOWLEDGE AND ABILITIES | <p>Ability to develop the future of SEN at Clifton and an ability to manage change.</p> <p>An understanding of the different ways in which children learn and the appropriateness of a variety of teaching styles to meet the individual learning needs of each child.</p> <p>Evidence of the ability to organise successfully the curriculum for pupils of mixed abilities, aptitudes and educational needs through planning, preparation, monitoring and assessment.</p> <p>Evidence of the skills and abilities required to advise teachers in their planning for SEN children.</p> <p>A thorough knowledge of SEN in relation to the National Curriculum and learning strategies for children of all abilities.</p> <p>Evidence of the ability to identify areas of improvement needed in both teaching and learning and to raise standards of teaching and learning and children's achievement.</p> <p>Evidence of knowledge and understanding of effective record keeping, and its use to promote the educational and personal development of all children within the school.</p> <p>Evidence of the ability to maintain effective classroom discipline in a positive context and to promote well-ordered and self-disciplined behaviour throughout the school.</p> | <p>Evidence of good organisational skills to create and maintain a stimulating and attractive learning environment.</p>                          |

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|                           | <p>Evidence of good interpersonal skills and the ability to work as member of a team and develop and maintain good relations with all members of the school community. To work co-operatively with the staff of other agencies as required.</p> <p>Evidence of the ability to communicate clearly both orally and in writing with pupils, parents and colleagues.</p> <p>An understanding of the responsibility of a teacher with regard to the health and safety of pupils in their care.</p> <p>Evidence of a commitment to an equal opportunities policy both in service delivery and employment and an understanding of its effective operation within a school. An ability to ensure that each child's identity is respected and maintained and enhanced and that stereotypes are challenged in a sensitive way.</p> |  |
| <p>CONTRA INDICATIONS</p> | <p>Criminal convictions involving offences against children.</p>  |  |