

PERSON SPECIFICATION



JOB TITLE	GRADE	SCHOOL	SERVICE AREA
SENCO/Class teacher	MPS/UPS (plus SEND Allowance)	Newchurch Community Primary	Education

“Warrington Borough Council and Newchurch Primary School as an aware employer is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust Recruitment, Selection and Induction procedures extends to organisations and services linked to the Borough Council on its behalf”.

NOTE TO APPLICANTS

Whilst all points on the specification are important, those marked 'E' (essential) are the key requirements. You should pay particular attention to these points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

CRITERIA	NECESSARY REQUIREMENTS	* MOA
EXPERIENCE	The post is open to anyone with QTS although experience of working with children in the primary age phase.	A + I

SKILLS AND ABILITIES	Teaching skills:	A + I
	<ul style="list-style-type: none"> • Demonstrate effective skills in working with children (E) 	A + I
	<ul style="list-style-type: none"> • Ability to build good relationships with children (E) 	A + I
	<ul style="list-style-type: none"> • Ability to plan and teach for individual learning styles (E) 	A + I
	<ul style="list-style-type: none"> • Ability to communicate with children, staff and parents (E) 	A + I
	<ul style="list-style-type: none"> • Ability to assess children's learning and then plan appropriately differentiated tasks to help them move on in their learning, having set them targets (E) 	A + I
	<ul style="list-style-type: none"> • Ability to create a bright, stimulating and well organised classroom environment that encourages independence (E) 	A + I
	<ul style="list-style-type: none"> • Emotional resilience in working with challenging behaviours (E) 	A + I
	<ul style="list-style-type: none"> • Responsible attitude to use of authority and ability to manage behaviour effectively and consistently (E) 	A + I

	<ul style="list-style-type: none"> • Plan effectively for children of varying abilities (E) • Ability to work independently and as part of a team (E) • A commitment to further developing links with our community (E) • Be innovative, evaluative and adaptable(E) • Having QTS will mean that you have demonstrated, consistently, the ability to carry out the duties of a class teacher according to 'The Professional Standards for Teachers'. The School would expect these standards of performance and behaviour. (E) <p>* The Professional Standards for Teachers can be found at www.tda.gov.uk/standards</p> <p>SENCO Skills:</p> <ul style="list-style-type: none"> • Have a strong understanding of the SEND Code of Practice and current legislation. (E) • Have excellent organisational and administrative skills. (E) • Ability to lead, motivate and support staff. (E) • Effective communication and interpersonal skills with children, parents, staff and external agencies. (E) • Reflective practitioner, committed to continual professional development and inclusive practice. (E) 	A + I
		A + I
		A + I
		A + I
		A + I
		A + I

EDUCATION / QUALIFICATIONS/ KNOWLEDGE	<ul style="list-style-type: none"> • National Award for SEN Coordination (or willingness to complete within statutory timeframe). (E) • Experience teaching in primary education. (E) • Proven experience in supporting pupils with a range of SEND (E) 	C + A + I
OTHER REQUIREMENTS	<ul style="list-style-type: none"> • Enhanced CRB Disclosure is required to do this job and a commitment to safeguarding and promoting the welfare of children. (E) • Responsibility for self-development and CPD in relation to the duties of the role. (E) • Willingness to attend relevant training, self-development and meetings in relation to the role. (E) • Ability to work collaboratively within a small, supportive school team. (E) • A developing understanding of the use of technology to support learning and the role of SENCO (D) 	C A + I A + I A + I A + I

COMMITMENT TO EQUALITY AND DIVERSITY	<ul style="list-style-type: none">Ability to understand and demonstrate a commitment to equality and diversity through classroom practice, behaviour and role modelling. (E)	A+I
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METHOD OF ASSESSMENT (* MOA)

A = APPLICATION FORM, **C** = CERTIFICATE, **I** = INTERVIEW, **LO** = LESSON OBSERVATION