



Orchard Junior School Teacher & SENDCO Person Specification

	ESSENTIAL	DESIRABLE
A) Qualifications	<ul style="list-style-type: none"> • Qualified teacher • National Award for SEN Co-ordination, • Teaching certificate, Certificate of Education, PGCE, B.Ed 	<ul style="list-style-type: none"> • Evidence of a commitment to continued personal and professional development
B) Experience	<ul style="list-style-type: none"> • Experienced SENDCO with a proven track record of working in a Key Stage 2 school, minimum of two years experience. • Recent and relevant experience of teaching in Key Stage 2. • Good understanding of behaviour and SEND issues and strategies to manage them. • Ability to adapt and extend learning activities in response to pupils' achievement and plan ways to further enhance it. • Ability to promote pupils' social development and self esteem. 	<ul style="list-style-type: none"> • Working with learners from a variety of social and cultural backgrounds. • Experience in managing off-site visits including through the production of risk assessments. • Experience of conducting / leading INSET training days, staff meetings etc
C) Knowledge and understanding	<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 plan and evaluate interventions. • Data analysis skills and the ability to use data to inform provision planning. • Safeguarding practices. • Knowledge of the National Education in Key Stage 2 and assessment procedures. • Understanding of child protection, child development, health and safety and equal opportunities policies. 	<ul style="list-style-type: none"> • Organisational challenges within a large Junior school environment. • Experience of use of the CPOMs system. • Experience of using Target Tracker.
D) Skills / abilities	<ul style="list-style-type: none"> • Evidence of excellent classroom practice. • Evidence of promoting and sustaining high standards for all children. 	<ul style="list-style-type: none"> • High expectations. • Specialism and personal achievement in one or more areas.

	<ul style="list-style-type: none"> • Clear understanding of recent initiatives in teaching and learning. • Have curriculum expertise that will further enhance learning at Orchard Junior School. • Ability to articulate characteristics of high quality effective teaching and learning for children of all abilities. • Wholly committed to the inclusion of all learners and the development of Special Educational Needs guided by the belief that every child can and will achieve. • Actively promote the school's values, ethos, aims and objectives. • Good ICT skills. • Develop good professional relationships within and across teams. • Establish effective relationships with learners, parents / carers and the school community. • Effectively manage challenging behaviour. • Ability to introduce styles of learning to motivate and help pupils learn. • Ability to report on pupils' progress. • Ability to remain calm under pressure, show tact, diplomacy and common sense. • Demonstrate good organisational skills. • Effective communication with a range of stakeholders. • Good literacy and numeracy skills in order to fulfil class based elements of the role. 	
E) Personal characteristics	<ul style="list-style-type: none"> • Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school. • Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability. • Professionalism. • Excellent communication skills. 	<ul style="list-style-type: none"> • Creative and dynamic approaches. • A willingness to lead an extra curricular activity.

	<ul style="list-style-type: none">• Flexibility, enthusiasm, resilience and drive.• A commitment to further personal professional development and training and that of colleagues.• Ability to inspire, engage and motivate all learners to reach their full potential.• DBS clearance before starting.• Proven ability to work unsupervised.• Self-starter and proactive with a 'can do' attitude.• Maintain accurate records and formulate plans.	
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