

ASHTON WEST END PRIMARY ACADEMY

SENCo/DSP

Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
1. Qualifications	<p>Degree, further award bearing INSET. Relevant courses.</p> <p>To have leadership experience in primary school.</p> <p>National Award for SENCos or pending</p>	Evidence of commitment to further professional development.
2. Experience	<p>Experience in the role of SENCo</p> <p>Experience of teaching in the FS, Key Stage 1 or 2.</p> <p>To have good knowledge of current educational issues including national policies, priorities and legislation relating to SEN/Inclusion/Safeguarding.</p>	<p>Experience in more than one school.</p> <p>Experience in the FS, Key Stage 1 or 2</p> <p>Computing skills and experience.</p>
3. Management	<p>Knowledge of current issues in primary education.</p> <p>An awareness of current legislation.</p> <p>Evidence of the ability to effectively implement change.</p> <p>Ability to advise, influence, motivate, persuade, make rapid decisions and communicate effectively.</p> <p>To have subject leader experience at primary level.</p> <p>To possess excellent organisational and time management skills.</p>	<p>Knowledge of OFSTED requirements.</p> <p>Involvement with staff development.</p>
4. Curriculum	<p>To have a good understanding of the curriculum across the primary age range.</p> <p>A coherent view of teaching, learning and curriculum delivery to include provision for SEND pupils.</p> <p>A clear understanding of how assessment informs planning.</p> <p>A clear understanding of the role of curriculum development through staff In-service Training.</p> <p>A good knowledge and understanding</p>	<p>Particular expertise in a curriculum area.</p>

	of the EYFS or National Curriculum depending on the post the candidate is applying for.	
5. Philosophy	A clear view of how children learn. Expectation of high achievement within a caring environment. A clear understanding of the links between teaching and pupil performance.	
6. Perception of the Role.	Demonstrates an understanding of the role of teachers in a primary school. Forward thinking. Positive team member.	
7. Wider Role	<p>Knowledge and understanding of the needs of pupils from different ethnic and social backgrounds.</p> <p>An understanding of the importance of the partnership with parents.</p> <p>Clear understanding of the role of the Trustees in an academy.</p> <p>Willingness to be involved with the academy.</p> <p>The ability to encourage the development of relationships with the local community.</p> <p>Ability to be tolerant of, and sensitive to, the needs of others.</p> <p>Awareness of equal opportunities issues.</p> <p>To be able to take a leading role in the strategic development of the academy.</p>	<p>Experience of liaison with other schools.</p> <p>An understanding of the importance of public relations in the success of the academy.</p>
8. Application	A well-presented application.	
9. Skills and Qualities	Able to manage competing demands and achieve targets.	Knowledge and experience in target setting.