

Person Specification: Teacher (with SENCO responsibilities)

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
Qualifications, Training and Experience	<ul style="list-style-type: none"> • Good English and Maths qualifications (e.g Grade C or above at GCSE) • Qualified Teacher Status and evidence of appropriate subsequent in-service training and professional development. • Hold or working towards the National Award in SEN Coordination (NASENCO) and have significant SEN experience. • Experience with statutory processes for children with EHCPs, including provision plans and annual reviews. • Evidence of recent successful teaching experience in primary education. • Evidence of a sound understanding of a range of teaching styles and approaches appropriate for children with special educational needs, a wide range of abilities and a range of cultural backgrounds.
Knowledge and Skills	<ul style="list-style-type: none"> • Is familiar with proposed changes in the Kent SEN system. • Effective interpersonal and communication skills combined with ability to motivate pupils and staff. • Up to date knowledge of current national education agenda. • Knowledge of strategies and commitment to promoting inclusion. • 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. • Strong ICT skills.
Teaching and Learning	<ul style="list-style-type: none"> • Excellent classroom practitioner who can lead by example. • Successful experience of working with pupils with a wide range of abilities. • Sound understanding of the current Code of Practice for AEN and principles of inclusion.

	<ul style="list-style-type: none"> • Ability to demonstrate knowledge and understanding of current educational issues. • An ability to make accurate use of assessment to inform learning.
Children	<ul style="list-style-type: none"> • Overriding commitment to providing the best education to each individual child in an environment where all are committed to safeguarding the welfare of children. • Flexible, positive, sensitive and open to the needs of children, their families and the community.
Professional and Personal Attributes	<ul style="list-style-type: none"> • Ability to demonstrate a range of outstanding, interpersonal and communication skills with pupils, parents, colleagues and professionals. • High motivation and ability to use personal self-evaluation in order to become more effective. • Positive attitude and a good understanding of the current changing climate in education. • Adaptability to changing circumstances and ideas. • Energy and enthusiasm with a commitment to the school's vision and values. • Reliability and integrity.