

**St Bernadette's Catholic Primary School**  
**SENCO Person Specification**

AREA	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Experience	<ul style="list-style-type: none"> <li>• Varied experience and understanding of teaching and learning across the primary age range</li> <li>• Previous recent experience as a Senco / Inclusion Manager in a primary school</li> <li>• Experience of contributing to self evaluation and school improvement</li> <li>• Experience of leading training and other staff development activities</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with governors, parents and the wider community</li> </ul>	
Qualifications / Training	<ul style="list-style-type: none"> <li>• Empathy with the Catholic ethos of the school</li> <li>• Qualified Teacher status</li> <li>• Nasenco qualification or willingness and ability to obtain the Senco NPQ within 3 years of appointment</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of further professional development</li> <li>• Practising Catholic</li> </ul>	
Knowledge and Understanding	<ul style="list-style-type: none"> <li>• Knowledge of current educational developments</li> <li>• Sound knowledge of Special Educational Needs</li> <li>• Awareness of issues affecting Special Educational Needs in EYFS, Key Stages 1 and 2</li> <li>• Understanding of what constitutes high quality teaching and learning</li> <li>• Knowledge of strategies for promoting good behaviour and consistent approaches to discipline</li> <li>• How target setting, pupil tracking and benchmarking and other forms of analysing pupil performance can raise standards of achievement.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of recent key educational issues throughout the Primary Phase</li> </ul>	
Practical Skills	<ul style="list-style-type: none"> <li>• Proven experience of a range of assessment strategies</li> <li>• Ability to motivate, lead and manage people to work both individually and in teams</li> <li>• Ability to implement change and plan strategically</li> <li>• Outstanding communication skills, with a range of audiences both orally and in writing</li> <li>• Ability to prioritise, work under pressure and meet deadlines</li> <li>• Effective problem solving skills</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	
Personal Qualities and Attributes	<ul style="list-style-type: none"> <li>• Ability to work independently and to take the initiative in a proactive manner</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	

	<ul style="list-style-type: none"><li>• Ability to maintain a professional attitude at all times</li><li>• Relate well to pupils, staff and parents and carers about their individual needs</li><li>• Able to adapt to changing circumstances and new ideas in a positive and creative manner</li><li>• Ability to deal with sensitive issues in a professional manner</li><li>• Has high expectations of self and others</li></ul>		
--	---	--	--