



## St Theresa's Catholic Primary School

*"We learn together, we play together, we pray together,  
we grow together in the love of God"*

### SENCO – Person Specification

#### RECRUITMENT

The criteria below will form the basis for the short-listing and interview process, and candidates are requested to respond accordingly.

#### EDUCATIONAL QUALIFICATIONS AND TRAINING

How  
identified

|           |  |
|-----------|--|
| Essential | <ul style="list-style-type: none"><li>• Qualified Teacher Status</li><li>• Degree or equivalent</li><li>• Have gained or a willingness to work towards the National Qualification for SENCOs</li></ul> |
| Desirable | <ul style="list-style-type: none"><li>• Evidence of further study</li></ul>  |

#### EXPERIENCE

|           |  |
|-----------|--|
| Essential | <ul style="list-style-type: none"><li>• Varied experience and understanding of teaching and learning across the primary age range</li><li>• Successful experience in a middle or senior leader role in a primary school</li><li>• Experience in Inclusion or SEND</li><li>• Experience of data analysis</li><li>• Experience of leading workshops, staff meetings and INSET.</li><li>• Responsibility for developing, monitoring and evaluating an aspect of school provision</li><li>• Experience of leading and managing people</li><li>• Experience of contributing to self-evaluation and school</li></ul> |
| Desirable | <ul style="list-style-type: none"><li>• Experience of teaching in more than one key stage</li><li>• Experience of working in at least two schools</li><li>• Experience of coaching and mentoring</li><li>• Experience of leading training and other staff development activities, including appraisal</li><li>• Experience of working with governors, parents and the wider community</li></ul>  |



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## KNOWLEDGE AND UNDERSTANDING

How  
identified

### Essential

- A proven record of teaching that has made a considerable impact on pupils' learning A
- Knowledge of relevant legislation - in particular of the SEN Code of Practice and Pupil Premium, equal opportunities and disability discrimination legislation and how these apply to pupils with Education Health Care Plans as well as those without A
- Knowledge of the range and type of interventions available and be able to apply these appropriately in the context of the school's resources and the individual child
- Sound understanding of assessment, recording and management of the SEN Profile
- Understanding of strategies for school improvement AI
- Up-to-date knowledge and understanding of current educational issues A
- Understanding of the distinctive nature of a Catholic Voluntary Aided primary school AI
- A commitment to the knowledge and understanding of Child Protection and Safeguarding AI
- Evidence of highly effective teaching A

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### Desirable

- Knowledge of Ordinarily Available Provision and Quality First Teaching. A
- Subject Leadership of a core subject
- Knowledge of how the effective use of data and target setting can raise standards AI
- Knowledge of Analyse School Performance (ASP) or relevant tracking systems A

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## SKILLS

### Essential

- Ability to positively influence others IR
- Ability to motivate, lead and manage people to work both individually and in teams AI
- Continue the school's traditions of worship and pastoral care, including leading Collective Worship in a Catholic School I



- Flexible and imaginative; able to generate and implement new ideas and technologies AI
  - Ability to maximise use of ICT for curriculum support and development AI
  - Ability to implement change and plan strategically AIR
  - Outstanding communication skills, with a range of audiences both orally and in writing AI
  - Understanding, analysis and interpretation of school performance data AI
  - Commitment to developing the whole child, whilst maintaining academic standards AIR
  - Effective problem solving skills I
  - Effective administrative and organisational skills AI
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