

**Person Specification**  
**Inclusion Lead/SENDCo**

<b><u>Skill area</u></b>	<b><u>Essential</u></b>	<b><u>Desirable</u></b>
Skills, knowledge and aptitudes	<ul style="list-style-type: none"> <li>• Thorough understanding of learning needs throughout primary age phase and can draw on knowledge of intervention, resources and training to support pupils who are not achieving their potential.</li> <li>• Knowledge of a range of strategies for dealing with, and managing pupils with social, emotional and mental health needs.</li> <li>• Knowledge of the National curriculum and SEND Code of practice.</li> <li>• Knowledge of the variety of SEND categories and the strategies to support them.</li> <li>• Ability to establish professional relationships, to lead and work as part of a team.</li> <li>• Ability to ensure learning is creative, focussed and stimulating.</li> <li>• Ability to set challenging targets and communicate these effectively to staff and children.</li> <li>• Ability to communicate effectively in a variety of situations and with a variety of outside agencies and parents.</li> <li>• Ability to keep up to date with current legislation and practice.</li> <li>• Ability to prioritise need and workload.</li> <li>• Ability to make decisions and put them into practice.</li> <li>• Commitment to getting the best outcomes for pupils and promoting the ethos and values of both schools</li> <li>• Commitment to equal</li> </ul>	In depth knowledge of variety of areas of SEND eg ASD, ADHD and dyslexia.

	opportunities and securing good outcomes for all pupils	
Qualifications and training.	Qualified teaching status. <ul style="list-style-type: none"> <li>• Degree</li> <li>• SENDCO qualification or willingness to undertake the qualification.</li> </ul>	
Experience	Teaching experience for at least 3 years, including recent experience of working within a primary school setting <ul style="list-style-type: none"> <li>• Understanding of working at a whole-school level</li> <li>• Meeting the needs of SEND pupils.</li> <li>• Behaviour management</li> </ul>	Experience of working as a SENDCO <ul style="list-style-type: none"> <li>• Experience of working with a range of SEND</li> <li>• Experience of working closely with parents and carers</li> <li>• Experience of teaching in a multicultural environment</li> <li>• Experience supporting pupils with English as an additional language</li> </ul>
Other qualities	<ul style="list-style-type: none"> <li>• Flexible approach to work</li> <li>• Enthusiastic, positive and confident.</li> <li>• Caring, supportive, nurturing but with the ability to provide challenge when necessary.</li> <li>• Willingness to share expertise, skills and knowledge and the ability to encourage others to do the same.</li> <li>• Reflective of own performance.</li> <li>• Reliable, punctual, organised, visionary</li> <li>• Sense of humour</li> <li>• Liking of children and the desire to provide them with the very best education.</li> <li>• Patience and resilience</li> </ul>	

Wheelers Lane Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

The successful candidate will be required to undergo an enhanced DBS check.

All duties and responsibilities must be carried out with due regard to the Health and Safety policy.

Post holders will be accountable for carrying out all duties and responsibilities with due regard to the City Council's Equal Opportunities Policy.

Duties which include processing of any personal data, must be undertaken within the corporate Data Protection Guidelines (Data protection Act 1998)