

PERSON SPECIFICATION
Teacher & SENDCO

Criteria	Essential	Identification	Essential/ Desirable
Qualifications and training	1. Qualified Teacher Status (QTS)	Application	E
	2. Degree or equivalent qualification		E
	3. Evidence and commitment to continued professional development		E
	4. National Award for SEN Coordination (NASENCO) or willingness to undertake the qualification		E
	5. Relevant SEND-related qualifications		D
	6. Leadership or management training		D
Experience	7. Successful experience as a classroom teacher	Application Interview References	E
	8. Evidence of securing strong pupil progress and attainment		E
	9. Experience of supporting pupils with a range of SEND needs		E
	10. Experience of working with parents, carers and external agencies		E
	11. Experience of using assessment information to improve outcomes		E
	12. Experience of leading an area of school improvement		D
	13. Experience of coordinating SEND provision		D
	14. Experience of supporting colleagues to improve practice		D
Knowledge and understanding	15. Thorough understanding of the SEND Code of Practice	Application Interview References	E
	16. Knowledge of current SEND legislation and guidance		E
	17. Understanding of inclusive teaching and adaptive practice		E
	18. Knowledge of assessment, intervention and provision mapping		E
	19. Secure understanding of safeguarding responsibilities		E

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Skills and abilities	20. Outstanding classroom practice	Application Interview References	E
	21. Strong leadership and organisational skills		E
	22. Ability to analyse pupil data and identify priorities		E
	23. Ability to analyse pupil data and identify priorities		E
	24. Excellent communication and interpersonal skills		E
	25. Ability to build effective relationships with pupils, staff, parents and external agencies		E
	26. Ability to manage competing priorities effectively		E
Personal qualities	27. Passionate about inclusion and improving outcomes for vulnerable learners	Interview References	E
	28. High expectations and commitment to excellence		E
	29. Resilient, reflective and solution-focused		E
	30. Collaborative and approachable		E
	31. Committed to safeguarding and promoting the welfare of children		E
Further requirements	32. Commitment to the values and ethos of Marine Park Primary School and Tyne and Wear Learning Trust	Application Interview References	E
	33. Willingness to contribute to the wider life of the school		E

Safeguarding and Safer Recruitment

Tyne and Wear Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and trustees to share this commitment. The Trust operates safer recruitment procedures in accordance with *Keeping Children Safe in Education* and relevant legislation. All appointments are subject to satisfactory completion of the pre-employment and safeguarding checks applicable to the post.

References

References will be requested and checked as part of the safer recruitment process. References will normally be sought from the candidate's current or most recent employer and may include information relating to their suitability to work with children. Any concerns arising from references may be explored with the candidate before an appointment is confirmed.

Pre-Employment Checks

Any offer of employment is conditional upon satisfactory completion of all checks applicable to the post. The Trust reserves the right to withdraw a conditional offer where required checks are not satisfactorily completed, references are unsatisfactory, or information comes to light which means that the appointment cannot safely or lawfully proceed.

Occupational Health

Where appropriate, an offer of employment may be subject to an occupational health assessment. Where necessary, this may help identify reasonable adjustments required for the successful candidate to undertake the duties of the post. Any health information will be handled confidentially and in accordance with applicable legislation.

Criminal Records

Where the post is eligible for a Standard or Enhanced DBS check, applicants will be required to provide criminal record information in accordance with the requirements of the post and applicable legislation. Protected or filtered convictions and cautions do not need to be disclosed. Having a criminal record will not necessarily prevent an applicant from being appointed. Any relevant information will be considered fairly and on an individual basis.

Online Searches

As part of our safer recruitment procedures, the Trust may undertake online searches of publicly available information for shortlisted candidates, in accordance with *Keeping Children Safe in Education*. Candidates will be informed where such searches are undertaken.

Equality, Diversity and Inclusion

Tyne and Wear Learning Trust is an equal opportunities employer and welcomes applications from all sections of the community. We are committed to equality, diversity and inclusion and to making reasonable adjustments throughout the recruitment process for applicants with disabilities.

Data Protection

Personal information provided during the recruitment process will be processed in accordance with applicable data protection legislation and the Trust's Recruitment Privacy Notice.