

## Juniper Hill SENDCO / Head of ARP Person Specification

	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>SENCO qualification</li> </ul>
Previous experience	<ul style="list-style-type: none"> <li>Experience of phase leadership or management of a core subject/significant aspect of school life</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working in other schools</li> <li>Experience of teaching in different year groups</li> <li>Experience as a SENDCO</li> </ul>
Management skills	<ul style="list-style-type: none"> <li>Effective communicator with children, staff, parents, governors and visitors</li> <li>Experience as a team member leading colleagues in whole school development</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of the role of the governing body</li> <li>Experience of fostering good relations between all members of the school community</li> </ul>
Professional Skills and Experience	<ul style="list-style-type: none"> <li>Sound knowledge of the primary school curriculum</li> <li>Sound understanding of the ways children learn</li> <li>Track record of improving pupil achievement and attainment</li> <li>An understanding of enabling and supporting staff</li> <li>Proven record of commitment to CPD to improve outcomes for children</li> <li>A clear understanding of managing and supporting the needs of pupils with SEND</li> <li>A clear understanding of safeguarding roles and responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>Externally validated qualification eg. NPQML</li> <li>Designated person training</li> <li>Line management of support staff</li> <li>Experience of working with external agencies</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>Personal and professional philosophy that values each child</li> <li>Excellent role model for staff and pupils</li> <li>Excellent time management, delegation and administrative skills</li> <li>Ability to see the wider picture</li> <li>Proven commitment to strengthening and developing the school community</li> <li>Stamina and resilience</li> <li>Empathy</li> <li>Good record of attendance and punctuality</li> <li>Commitment to equal opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Commitment to championing pupils with SEND</li> <li>Commitment to maintaining, introducing and developing a wide range of extra curricular activities for children within the phase</li> </ul>