**A logo for a book

Description automatically generated**![A logo for a community

Description automatically generated]()**LANTERN PRIMARY ACADEMY**

**Person specification**

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| --- | --- |
| criteria | qualities |
| **Qualifications  and training** | * Qualified teacher status * National Award for SEN Co-ordination (desirable). We are happy to put a candidate through the NPQ SEND-Co * Degree |
| **Experience** | * Teaching experience (minimum 3 years) * Previous experience working as a SEND-Co (desirable) * Experience of working at a whole-school level (desirable) * Involvement in development planning e.g. leading a curriculum subject * Experience of conducting training * Experience of line managing staff (desirable) |
| **Skills and knowledge** | * Sound knowledge of the SEND Code of Practice * Understanding of what makes ‘quality first’ teaching, and of effective intervention strategies * Ability to plan and evaluate interventions * Data analysis skills, and the ability to use data to inform provision planning * Effective communication and interpersonal skills * Ability to build effective working relationships * Ability to influence and negotiate * Good organisation record-keeping skills * Knowledge of supporting pupils with SEND and pupil with English as an additional language |
| **Personal qualities** | * Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school * Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability * Ability to work under pressure and prioritise effectively * Commitment to maintaining confidentiality at all times * Commitment to safeguarding and equality |