******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
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| **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)
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| **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
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| **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
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