



LAKESIDE

Community Primary School

Person Specification SENDCo and Class Teacher - LCPS

Characteristics		
Knowledge, Understanding and Experience	Essential	Desirable
• Is confident to work across the primary age range		X
• Can demonstrate they are an effective member of a team	X	
• Has worked effectively with learners in a school context	X	
• Has a working understanding of inclusion	X	
• Understands the Every Child Matters agenda and applies it to her/his teaching	X	
• Can demonstrate they work closely and successfully with children from different social and cultural backgrounds	X	
• Can demonstrate they impact on children with challenging personal needs	X	
• Can demonstrate they work productively with a range of different agencies	X	
• Can demonstrate high expectations of learners	X	
• Can question work of self and others to develop practise	X	

Qualifications and Training		
• Qualified Teacher Status	X	
• Recent, relevant in-service training in current educational practices	X	
• Can demonstrate willingness to undergo professional development	X	

Skills and Attributes		
• Is not a risk to the safeguard or welfare of young people (DBS will be consulted)	X	
• Works effectively and professionally with young people in the past	X	
• Puts the welfare of young people at the heart of her/his work	X	
• Can demonstrate a willingness to embrace change in current role	X	
• Is well-organised and has the capacity to lead and manage to defined deadlines	X	
• Is skilful in managing conflict between people	X	
• Is trustworthy, honest, shows integrity and has a sense of fair play	X	
• Has the skills to be able to work productively with people from different agencies	X	
• Excellent discipline and classroom management	X	
• ICT Literate	X	
• Experience of liaising with parents/carers	X	

• Experience of Positive Discipline strategies	X	
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Leadership and Management	Essential	Desirable
• Is a good communicator	X	
• Is a good administrator	X	
• Has a good record of attendance and punctuality over the past two years	X	
• Can work under pressure	X	
• Has shown personal motivation regarding training and personal development	X	
• Can demonstrated the capacity to turn challenges into successes	X	
• Has a personal sense of presence and impact	X	
• Shows the ability and potential to work strategically	X	
• Demonstrates perseverance in completing challenging tasks	X	

General		
• Holds a full and clean driving licence		X
• Is willing to give freely of her/his time in support of young people	X	
• Has experience of organising events and activities for young people	X	
• Shows high levels of professional competence by her/his achievements in their current role	X	
• Operates corporately, putting her/his personal needs second to the wider and agreed needs of LCPS	X	

Personal Attributes		
• An excellent record of health and attendance	X	
• A commitment to the caring ethos of the school	X	
• Commitment to own professional development	X	
• Energy, enthusiasm, stamina, tenacity and a good sense of humour!	X	
• Understanding of and excitement by change processes	X	
• Is personable relating to children and adults in the school • community	X	
• Flexibility	X	
• Ability to learn quickly	X	
• Ability to think and work 'out of the box'	X	