



## St. Joseph's Catholic Primary School

George Row, Bermondsey, London SE16 4UP

### Mission Statement

*At St. Joseph's School, we aim to grow and learn together within a loving and caring environment which reflects the Gospel values. We encourage all our children to reach their full potential in all aspects of their education.*

### Assistant Headteacher with Responsibility for SEND & Inclusion – Personal Specification

| Qualifications and Training   | Essential | Desirable |
|---|-----------|-----------|
| Practising Catholic   |           | √         |
| A commitment to supporting the Catholic ethos of our Catholic School, including the spiritual development of the pupils and the school's role within the community. | √         |           |
| QTS   | √         |           |
| Evidence of continuing professional development   | √         |           |
| NASENCO Qualification or equivalent   | √         |           |
| <b>Experience</b>   |           |           |
| At least 3 years teaching experience  | √         |           |
| A proven track record of successful teaching practice   | √         |           |
| Successfully experience of senior or middle leadership  | √         |           |
| Experience of leading SEND & Inclusion within the primary sector  | √         |           |
| Experience of leading change in teaching, learning or curriculum either at phase or whole school level  | √         |           |
| Experience of the successful support of other staff   | √         |           |
| Experience of leadership role within a primary school   | √         |           |
| Experience of budget management   |           | √         |
| Experience of working within a Multi Academy Trust  |           | √         |
| <b>Professional Knowledge and Understanding</b>   |           |           |
| Understanding the expectations of the Ofsted Inspection Framework (2019)  | √         |           |
| Working knowledge of the SEND Code of Practice and its practical application  | √         |           |
| The EHCP application and Annual Review process  | √         |           |
| A clear understanding of the key elements of high-quality teaching and learning   | √         |           |
| A thorough understanding of how children learn  | √         |           |
| A thorough knowledge of the National Curriculum   | √         |           |
| Ability to implement a curriculum to meet the needs of all pupils   | √         |           |
| Proven ability to manage pupil behaviour effectively  | √         |           |
| <b>Promoting the welfare of children</b>  |           |           |
| A good understanding of up to date policy and practice with regard to Safeguarding  | √         |           |

|   |   |  |
|---|---|--|
| A commitment to safeguarding the wellbeing of all pupils  | √ |  |
| <b>Personal Qualities</b>   |   |  |
| The ability to establish effective working relationships with all members of the school community       | √ |  |
| The ability to enthuse and motivate.  | √ |  |
| Strong organisational skills  | √ |  |
| The ability to determine priorities and manage time effectively   | √ |  |
| Ability to communicate effectively  | √ |  |
| Empathise with the difficulties of SEND pupils in accessing the curriculum                              | √ |  |
| Organise and sustain systematic support from a variety of providers for a range of SEND                 | √ |  |
| Manage the co-ordination of teaching assistants in support of SEND pupils                               | √ |  |
| Advise and motivate teaching staff with SEND initiatives  | √ |  |
| Present clearly a wide range of specialised information to both educationalists and non-educationalists | √ |  |
| Make consistent judgements based on careful analysis of available evidence                              | √ |  |
| Excellent practitioner  | √ |  |
| Good communication skills, both written and oral  | √ |  |
| Good presentation skills with the ability to enthuse and motivate others                                | √ |  |
| Good organisation skills  | √ |  |