



# FCJ Primary School

## Person Specification – Senior Leader / SENDCo

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The following outlines the essential and desirable qualities and qualifications needed for a dynamic, inspiring, and experienced NASENCO Teacher with to join our vibrant and forward-thinking team. The successful candidate will be committed to promoting the Catholic ethos of our school, and a highly effective classroom/SEND practitioner.

	Essential	Desirable	Notes
<b>Qualifications/ Training</b>	<ul style="list-style-type: none"><li>• Qualified teacher status</li><li>• Degree/PGCE or equivalent qualifications</li><li>• NPQ for SENCo/NASENCo qualification (or willingness to work towards it).</li><li>• Evidence of sustained professional development in SEND.</li><li>• A practising Catholic, or someone fully committed to supporting the Catholic ethos</li><li>• Proven experience as an outstanding classroom practitioner</li><li>• Experience in safeguarding and child protection</li></ul>	<ul style="list-style-type: none"><li>• CTC/CCRS or equivalent</li><li>• Evidence of further professional study</li><li>• Postgraduate qualification in education or leadership</li><li>• Experience in promoting Catholic education</li></ul>	<ul style="list-style-type: none"><li>• Application Form</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• SEND/Teaching experience within the Primary age range</li><li>• Experience in and knowledge of child-safeguarding issues and successful use of measures that promote and ensure the safeguarding of children</li><li>• Evidence of providing excellent provision for all pupils and achieving high standards of pupil progress</li><li>• Experience supporting pupils with a range of SEND.</li><li>• Experience writing and reviewing ILPs/RoN documentation.</li><li>• Experience working with parents and external agencies.</li><li>• Experience of coaching /mentoring and supporting colleagues.</li></ul>	<ul style="list-style-type: none"><li>• Experience in a leadership, coordination or mentoring role.</li><li>• Experience in a Catholic school or faith-based environment.</li></ul>	<ul style="list-style-type: none"><li>• Application form</li><li>• Letter of application</li><li>• References</li><li>• Interview</li><li>• Interview tasks</li></ul>

<b>Knowledge &amp; Understanding</b>	<ul style="list-style-type: none"> <li>• Strong understanding of Jersey SEND legislation and processes.</li> <li>• Knowledge of effective interventions and inclusive teaching strategies.</li> <li>• Awareness of the role of the Church in Catholic education.</li> </ul>	<ul style="list-style-type: none"> <li>• Implement school strategies for SEND</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Letter of application</li> <li>• Demonstration of teaching ability</li> <li>• References</li> <li>• Interview</li> <li>• Interview tasks</li> </ul>
<b>Developing Self and Working with Others</b>	<ul style="list-style-type: none"> <li>• Demonstrate resilience and integrity, drawing on personal and collegiate experience and expertise</li> <li>• Effective working relationships</li> <li>• Shared leadership</li> <li>• Effective team working</li> <li>• Continuing professional development for self and all others</li> </ul>	<ul style="list-style-type: none"> <li>• Strategies to develop, empower and sustain individuals and teams</li> <li>• Collaboration and networks with others within and beyond the school</li> <li>• Challenge, influence and motivate others to attain high goals</li> <li>• Deliver effective feedback to secure impact</li> <li>• Develop a culture of accepting support from others.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Letter of application</li> <li>• References</li> <li>• Interview</li> </ul>
<b>Skills, Competencies &amp; Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Excellent communication and interpersonal skills.</li> <li>• Ability to lead staff training and provide constructive feedback.</li> <li>• Strong organisational and record-keeping skills.</li> <li>• Ability to analyse data and evaluate the impact of provision.</li> <li>• Compassion, patience, and emotional resilience.</li> <li>• A warm, empathetic and child-centred approach.</li> <li>• A commitment to inclusion and social justice.</li> <li>• Ability to work collaboratively as part of a team.</li> <li>• Reflective, proactive and solution focused.</li> <li>• Willingness to support and uphold FCJ Values.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to contribute to wider school ethos</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Letter of application</li> <li>• References</li> <li>• Interview</li> </ul>
<b>Strengthening Community</b>	<ul style="list-style-type: none"> <li>• Effective SEND teamwork within school and with external partners</li> <li>• Co-operation with other agencies for SEND of all pupils and their families</li> </ul>	<ul style="list-style-type: none"> <li>• A dialogue which builds partnerships and community consensus on Catholic values, beliefs and shared responsibilities</li> <li>• Effective relationships with parents, carers, partners and the community, that enhance SEND of all pupils</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Letter of application</li> <li>• References</li> <li>• Interview</li> </ul>

	<ul style="list-style-type: none"> <li>• Involvement of parents and the community in supporting SEND/learning of children and in defining and realising the school vision</li> <li>• Collaboration and networking with other schools to improve SEND</li> </ul>		
<b>Shaping the Future</b>	<ul style="list-style-type: none"> <li>• The ability to promote inclusion and SEND development</li> <li>• A collaborative school vision of excellence and equity that sets high standards for every pupil</li> <li>• The setting and achieving of ambitious, challenging goals and targets</li> <li>• Effective use of appropriate new technologies where applicable</li> </ul>	<ul style="list-style-type: none"> <li>• Strategic thinking, to build and communicate a coherent SEND vision</li> <li>• Inspiration, challenge, motivation and empowerment of others to carry the SEND vision forward</li> <li>• Modelling of the FCJ Values and vision of the school</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Letter of application</li> <li>• References</li> <li>• Interview</li> </ul>

## Conclusion:

The ideal candidate will be a passionate and skilled educator, capable of leading with vision and integrity.

They will support the Catholic ethos, inspire both pupils and staff, and drive improvement across the curriculum, promotion, and pastoral care, ensuring the holistic well-being of all within the school community.

**This school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The position is subject to an Enhanced Disclosure and Barring Service check, and completion of the required Personal & Health Declarations.**