Person Specification 

Job Title:  **LINC – Pastoral Lead**

Salary: (Scale 6) (£31,088 - £32,063) pro rata, 36 Hours, 40 Weeks

Contract Type: Full Time, Permanent

Reporting To: Assistant Headteacher LINC (SENDCO) and Deputy SENDCO

It is recognised that candidates may not meet all of the Essential criteria but we are looking for the best fit for our students and school.

**EDUCATION**

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|  |  | **Evident in Application** | **Evident at Interview** |
| 1. | A good honours degree or equivalent  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
|  | Other professional development in the area of SEND  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
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**KNOWLEDGE & EXPERIENCE**

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| 2. | Experience of working with students across a range of Key Stages with evidence of having achieved successful student outcomes | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
| 3. | Knowledge and understanding of how children learn | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 4. | A sound grasp of the concept of inclusive practice | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 5. | A good knowledge of the SEND Code of Practice 2014 | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 6. | Experience of working closely with parents in successful home-school partnerships that support students’ needs | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 7. | Knowledge of issues relating to equal opportunities | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 8. | Knowledge and experience of using basic diagnostic tests for identifying specific needs |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 9. | Knowledge of current educational issues, research and developments | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |

**SKILLS & ABILITIES**

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| 10.. | Skilled at making and sustaining positive relationships with children | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 11. | Able to stimulate children’s interest in learning | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 12. | Able to work closely with students who are finding learning difficult, or those who have experienced a feeling of failure | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 13. | Able to work closely with other adults, offering them practical advice and strategies that assist them to overcome problems relating to the teaching of students with SEND | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 14. | Skilled at developing children’s self-esteem and motivation so that they become resilient, independent learners | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 15. | Capable of planning intervention work, assessing the needs and achievements of children and maintaining appropriate records | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 16. | Able to work closely with the wider school community in the development of provision for students with SEND | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 17. | Able to foster effective relationships with parents, communicate with them and encourage their active participation in their child’s education | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 18. | Excellent written and oral communication skills | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |

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**PERSONAL**

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| 19. | Commitment to promoting the ethos and values of the school and getting the best outcomes for all pupils | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
| 20. | Commitment to acting with integrity, honesty, loyalty and fairness to safeguard the assets, financial probity and reputation of the school | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
| 21. | Ability to work under pressure and prioritise effectively | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
| 22. | Commitment to maintaining confidentiality at all times | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
| 23. | Commitment to safeguarding and equality | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
| 24. | Evidence of energy, enthusiasm and resilience. |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 25. | A strong sense of loyalty to the school. | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
| 26. | A warm personality and approachability. | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 27. | Evidence of effective team work and a caring approach in all interactions. | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 28. | An ability to maintain professional integrity even when under pressure. |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 29. | A good work ethic and a professional approach. |  |  |
| 30. | Good sense of humour and perspective. |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 31. | An interest in developing professionally. | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |

June 2023

Signed: ………………………………………………….. Date: ……………………………………………