



## Assistant SENCo Person Specification

		Essential	Desirable
Education and Qualifications	Degree	✓	
	Qualified Teacher Status	✓	
	National SENCo Award		✓
Experience	Successful teaching experience (minimum of 3 years)	✓	
	Experience of supporting colleagues to develop	✓	
	Experience delivering training	✓	
	Experience of working closely with parents in home-school partnerships that support pupils' needs	✓	
	Experience of the early identification of potential SEND		✓
	Experience of using basic diagnostic test for identifying specific needs		✓
	Experience teaching in more than one Primary Phase		✓
	Experience of having led a whole school initiative		✓
Skills and Knowledge	Knowledge of the National Curriculum	✓	
	Excellent classroom practitioner	✓	
	Knowledge and working practice of effective teaching and learning strategies	✓	
	Ability to adapt planning (schemes) to ensure learning is engaging and exciting; whilst keeping the core learning at the forefront	✓	
	Knowledge of the barriers to learning that pupils may face and experience of helping pupils overcome these within the classroom	✓	
	Using data and knowledge of children to implement and tailor plans and interventions to individual pupils	✓	
	An excellent understanding of how children learn	✓	
	Ability to adapt teaching to meet pupils' needs	✓	

	Ability to build effective working relationships with pupils	✓	
	Demonstrate a good knowledge of the SEND Code of Practice		✓
	Demonstrate a knowledge of working with children with additional behaviour needs	✓	
	Demonstrate a knowledge relating to equal opportunities	✓	
	Knowledge of guidance and requirements around safeguarding children	✓	
	Knowledge and working practice of effective behaviour management strategies	✓	
	Implement techniques to boost self-esteem and motivation to improve resilience	✓	
	Foster effective relationships with parents, staff and key stakeholders and encourage them to take an active role in pupils' development	✓	
	Keep accurate records in line with data protection legislation	✓	
	Good ICT skills, particularly using ICT to support learning	✓	
<b>Personal Qualities</b>	Self-motivated and able to work on own initiative without supervision	✓	
	Commitment to getting the best outcomes for all pupils	✓	
	Committed to making children feel happy, safe and secure	✓	
	Committed to promoting high-quality care of pupils and implementing plans which allow pupils to reach their potential	✓	
	Appreciation of the importance of a whole school 'team' atmosphere	✓	
	Capable of handling a demanding workload and successfully prioritizing work	✓	
	Recognises the importance of protecting their own personal wellbeing	✓	
<b>Professional Development</b>	Willing to participate in further appropriate professional development	✓	
	A positive approach to own continuous personal professional development and training	✓	
	An active interest in current educational research	✓	
<b>Safeguarding and Child Protection</b>	Understands their role in safeguarding and protecting children or a keen willingness to learn this	✓	
	Awareness of the key safeguarding processes in schools or willingness to understand these	✓	
	In-depth understanding of the requirements of Keeping Children Safe in Education		✓
	A realistic appreciation of the challenges involved in working with children		✓

March 2023