



## Person Specification: SENCO (TLR2)

|   | Essential  | Desirable   |
|---|--|---|
| <b>Training and Qualifications</b>              | <ul style="list-style-type: none"> <li>▪ Qualified Teacher Status</li> <li>▪ Specific SEN qualification or willingness to work towards</li> </ul>  | <ul style="list-style-type: none"> <li>▪ Additional training in inclusion/SEN</li> </ul>  |
| <b>Career Experience</b>                        | <ul style="list-style-type: none"> <li>▪ At least 3 years teaching experience in Primary range and proven ability as an outstanding classroom practitioner</li> <li>▪ </li> </ul>  | <ul style="list-style-type: none"> <li>▪ Experience of teaching pupils throughout the primary age range</li> <li>▪ Experience of leading/managing SEN</li> <li>▪ Experience in a middle or senior leadership role</li> </ul>  |
| <b>CPD</b>                                      | <ul style="list-style-type: none"> <li>▪ Evidence of some professional development taken in the last two years relevant to SEN</li> <li>▪ Experience of sharing best practice with colleagues</li> </ul>   | <ul style="list-style-type: none"> <li>▪ Have delivered staff training through INSETs or staff meetings</li> </ul>  |
| <b>Professional knowledge and understanding</b> | <ul style="list-style-type: none"> <li>▪ Have an understanding of the SEN Code of Practice</li> <li>▪ Ability to demonstrate high quality and effective classroom practice which ensures good or better progress for all children, without limits</li> <li>▪ Have an understanding of multi-agency working</li> <li>▪ Have experience of monitoring teaching and learning</li> <li>▪ Understand of a range of strategies to raise pupil achievement</li> <li>▪ Have good ICT skills</li> <li>▪ Demonstrate excellent behaviour management skills</li> <li>▪ Know and be able to share current educational legislation</li> <li>▪ Have high expectations for all stakeholders and others</li> <li>▪ Have the ability to be creative and innovative</li> <li>▪ Have an understanding of medical and mental health issues affecting young people</li> <li>▪ Have a thorough understanding of safeguarding and child protection</li> </ul> | <ul style="list-style-type: none"> <li>▪ Have the ability to use databases e.g. SIMs or Provision Maps</li> <li>▪ Has experienced leading of appraisals</li> <li>▪ Management of support staff</li> <li>▪ Has experience of organising and facilitating multi agency meetings</li> <li>▪ Has an understanding of Bristol LA procedures for SEN and relevant legislation e.g. EHCP annual reviews</li> </ul> |
| <b>Personal Skills and Attributes</b>           | <ul style="list-style-type: none"> <li>▪ Be able to lead by example and demonstrate what effective classroom practice should be</li> <li>▪ Be able to empathise with pupils and parents</li> <li>▪ Be visibly kind and consistent in communicating with children and their families</li> <li>▪ Be able to motivate and inspire staff and pupils</li> <li>▪ Demonstrate leadership qualities</li> <li>▪ Have exceptional written English skills</li> <li>▪ Be dynamic and innovative</li> <li>▪ Have a good health and attendance record</li> <li>▪ Be able to work under pressure and meet deadlines</li> </ul>  | <ul style="list-style-type: none"> <li>▪ Expertise/skills/involvement in extra-curricular activities</li> </ul>   |