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| **SENCO PERSON SPECIFICATION** |
| **QUALIFICATIONS** |
| * Degree or equivalent. * Qualified Teacher status. * National Award for Special Educational Needs Coordination (NASENCO) * Evidence of continuous professional development relevant to Special Educational Needs and Disability (primary age-range). |
| **EXPERIENCE** |
| * Experience of identifying, providing, monitoring and evaluating teaching strategies for pupils with known barriers to learning. * Extensive experience in managing EHCPs from consultation stage through to review. * Strong knowledge and understanding of the Early Years Foundation Stage and the National Curriculum. * Experience of setting targets and monitoring and evaluating and recording progress for pupils with additional needs and disabilities. * Confidence with and awareness of the statutory requirements of the SEND Code of Practice. * Confidence with data analysis to inform and review the deployment of resources. * Highly successful experience of collaborative working and partnership liaison. |
| **KNOWLEDGE** |
| * Able to establish effective systems to identify and meet the needs of pupils. * Ensure that all systems are coordinated, evaluated and regularly reviewed. * Knowledge and understanding of data analysis and the ability to use data to set targets for improvement. * Up to date knowledge and understanding of educational innovations and SEND legislation. * Knowledge of current safeguarding and child protection procedures. * Experience in timetabling and logistics management. * Experience of school self-review and securing SEND accreditation, |

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| **SKILLS AND ABILITIES** |
| * A robust yet child-centred approach to meeting the needs of pupils with complex needs. * The ability to inspire, challenge, motivate and empower colleagues in a shared vision. * The drive to investigate, resolve problems and make decisions. * Excellent communication skills to a wide range of different audiences in various formats (verbal, written, using ICT as appropriate). * The ability to communicate in a timely and clear manner. * Insistence on accessible, effective and inspirational learning/working environments. * Firm yet nurturing approaches to managing pupil discipline. * Highly effective administrative and organisational skills. * Time- management skills and the ability to work under pressure. * The ability to work with a range of professionals to ensure the best outcomes for pupils with additional needs. |
| **Personal Attributes** |
| * Commitment to developing SEND provision and meeting the needs of all pupils. * The drive to maintain effective partnership working with other SENCOs. * Commitment to their own professional development. * Proactive and enthusiastic towards new ideas and challenges. * An energetic, knowledgeable and positive presence. * Excellent communication skills and the ability to listen. * Trustworthiness and commitment to the school’s vision and success. |