



SENCo – Person Specification

Qualifications

Essential	Desirable	Evidence
Qualified teacher status		Application Form
National Award for SEN Coordination, or a willingness to complete it within 3 years of appointment (if applicable)		Application Form
Degree		Application Form
	Further professional qualifications linked to education	Application form

Experience

Essential	Desirable	Evidence
Teaching experience within the primary age range		Application form Interview
Experience of teaching pupils who have a range of additional needs		Application form Interview
	Experience of working at a whole-school level	Application form Interview
	Involvement in self-evaluation and school development planning	Application form Interview
Experience of conducting training/leading INSET		Application form Interview
	Experience of supporting colleagues in adapting teaching to support pupils with SEND	Interview
	Experience of working with other professionals to plan provision for pupils with SEND	Application form Interview

Knowledge and Skills

Essential	Desirable	Evidence
Sound knowledge of the SEND Code of Practice		Application form interview
Understanding of what makes 'quality first' teaching, and of effective intervention strategies		Application form interview
Ability to plan and evaluate interventions		Application form interview
Ability to use data to inform provision planning		Application form
Effective communication and interpersonal skills		Application form interview
Ability to build effective working relationships		Application form interview
Ability to influence and negotiate		Application form interview
Good record-keeping skills		Application form interview
Ability to meet deadlines in line with statutory responsibilities		Application form interview

Personal attributes

Essential	Desirable	Evidence
Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school		Application form Interview
Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability		Application form Interview
Ability to work under pressure and prioritise effectively		Application form interview
Commitment to maintaining confidentiality at all times		Application form interview
Understanding of and commitment to promoting Equality of Opportunity and		Application form Interview

safeguarding responsibilities within the Coombe Academy Trust		
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