

# PERSON SPECIFICATION

School: JACKSDALE PRIMARY & NURSERY SCHOOL

Post Title: SENCO

Date: FEBRUARY / MARCH 2024

	CATEGORY/ITEM	ESSENTIAL	DESIRABLE	EVIDENCE	WEIGHTING (High = 2 Low = 1)
	<b>Qualifications</b>				
1	Qualified teacher status	X			
2	National Award for SEN Co-ordination, or a willingness to complete it within 3 years of appointment	X			
	<b>Experience Education and Training</b>				
3	Experience of the SENCO role		X		
4	A minimum of 3 years teaching experience	X			
5	Experience of working at and leading at a whole-school level	X			
6	Experience of working with and supporting children with a wide range of needs e.g. ASD, ADHD, anxiety and low self esteem	X			
7	Involvement in self-evaluation and development planning		X		
8	Experience of organising and conducting training/leading INSET		X		
	<b>Knowledge and understanding</b>				
9	Sound knowledge of the SEND Code of Practice	X			
10	Understanding of what makes 'quality first' teaching, and of effective intervention strategies	X			
11	Ability to plan and evaluate interventions	X			
	<b>Skills/Aptitudes</b>				
12	Data analysis skills, and the ability to use data to inform provision planning	X			
13	Effective communication and interpersonal skills	X			
14	Ability to build effective working relationships	X			
15	Ability to work effectively with outside agencies to engage relevant professionals	X			
16	Ability to influence and negotiate	X			
17	Good record-keeping skills	X			
	<b>Personal Attributes</b>				
18	A nurturing outlook which makes pupils and families feel valued and supported	X			
19	Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school	X			
20	Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability	X			
21	Ability to work under pressure and prioritise effectively to meet deadlines	X			
22	Resilience and determination to provide the best possible support for pupils in a climate where services are stretched to capacity	X			