

**SENCo**

**Person Specification**

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| **REQUIREMENT** | **ESSENTIAL** | **DESIRABLE** |
| **LEGAL REQUIREMENTS** | * Enhanced DBS Clearance including children barred lists
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| **QUALIFICATIONS**Principally assessed through letter and application form | * Completed a course leading to DfE recognised teaching qualification (QTS)
* Qualified to degree level
* Completed or working towards National SENCo qualification
 | * NPQSL / NPQML or comparable qualifications
* SLE
* Masters
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| **EXPERIENCE and PROFESSIONAL COMPETENCE**Principally assessed through letter, application form | * Extensive experience of working with SEND students
* Wide range of learning and teaching skills
* Effective lesson planning to meet the needs of all students
* Effective classroom management
* Ability to engage and motivate all students
 | * Completed action research in teaching and learning
* Experience of developing others (leading CPD, ECT or ITT mentoring)
* Currently teaching in a secondary school
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| **KNOWLEDGE**Principally assessed through letter and interview process | * Up to date subject knowledge
* Able to manipulate and analyse pupil data
* Monitoring, assessment, target setting, recording and reporting of pupil progress
* Current education initiatives
* SEND and EHCPs
* School self-evaluation
 | * Current education initiatives that affect the wider school
* Knowledge of external agencies
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| **COMMUNICATIONS**Principally assessed through letter and interview process | * Have excellent written and verbal communication skills
* Interpersonal skills
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| **PERSONAL ATTRIBUTES**Principally assessed through references, letter and interview process | * To be committed to safeguarding and promoting the welfare of children and young people
* Enthusiasm, energy, vigour, reliability and integrity
* Flexibility and willingness to be involved in the school
* Committed to teaching and a willingness to continue to learn through professional development
* High student expectations
* Work effectively as a member of a team
* Be an effective role model through presentation and personal conduct
* Committed to professionally developing others
* Innovative and creative, willing to try and adapt new ideas and approaches
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