

Person Specification – SENDCO

Specification	Essential	Desirable	How Identified
Education, Training and Qualifications	<ul style="list-style-type: none"> • Degree or equivalent • QTS • NPQML, NPQSL or equivalent • National Award for SEN coordination (or working towards) • Willingness to work towards further qualifications 	<ul style="list-style-type: none"> • Evidence of further, relevant qualifications 	<ul style="list-style-type: none"> • Application form • Interview • References
Experience	<ul style="list-style-type: none"> • Proven track record of high quality primary teaching • Experience of school leadership (e.g. SENDCO or middle leadership post) • Experience of working with students with SEN, including those presenting with challenging behaviour • Evidence of excellent behaviour management skills • Experience of delivering SEN interventions and monitoring impact 	<ul style="list-style-type: none"> • Experience of working in a primary school in an area of social deprivation • Experience of leading CPD for staff • Experience of applying for and implementing access arrangements for public examinations • Experience of line management responsibility • Experience in school (or subject) self-evaluation and improvement planning 	<ul style="list-style-type: none"> • Application form • Interview • References
Knowledge and Skills	<ul style="list-style-type: none"> • Knowledge & understanding of the SEN Code of Practice • Ability to analyse data and use this to inform strategic planning • Good knowledge of effective strategies for teaching and learning • Ability to use evidence to inform most appropriate strategies and interventions to support pupil progress • Ability to communicate effectively in various forms • Good knowledge of current educational issues 	<ul style="list-style-type: none"> • Knowledge and understanding of working with pupils who have suffered Adverse Childhood Experiences (ACEs) & trauma • Knowledge and experience of restorative approaches to managing conflict 	<ul style="list-style-type: none"> • Application form • Interview • References

<p>Personal Qualities</p>	<ul style="list-style-type: none"> • Ability to establish effective working relationships with all members of the school community, parents and external partners/agencies • Ability to hold others to account, providing support and challenge as necessary • Strong personal drive and commitment to see tasks through to completion • Ability to effectively prioritise tasks and manage own time 	<ul style="list-style-type: none"> • Experience of multi-agency working 	<ul style="list-style-type: none"> • Application form • Interview • References
<p>Safeguarding</p>	<ul style="list-style-type: none"> • Enhanced DBS • Satisfactory reference from current employer 	<ul style="list-style-type: none"> • Further Safeguarding training – Level 3 or in specific aspects e.g. Domestic abuse • Experience of working in the field of safeguarding (eg DSL/DDSL) 	<ul style="list-style-type: none"> • Application form • Interview • References
<p>Wider Contribution to the school/Trust</p>	<ul style="list-style-type: none"> • Commitment to collaborative working 	<ul style="list-style-type: none"> • Interests other than education • Desire to offer extra-curricular activities 	<ul style="list-style-type: none"> • Application form • Interview • References