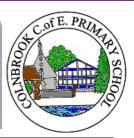
Personal Specification

Post: SENDCo/Resource Base Teacher



Criteria	Qualities	Essential/ Desirable
Qualifications	 Qualified teacher status National Award for SEN Co-ordination, or a willingness to complete it within 3 years of appointment Degree 	Essential Desirable Essential
Experience	 Teaching experience Experience of working at a whole-school level Involvement in self-evaluation and development planning Experience of conducting training/leading INSET 	Essential Desirable Desirable Desirable
Skills and knowledge	 Sound knowledge of the SEND Code of Practice Understanding of what makes 'quality first' teaching, and of effective intervention strategies Ability to plan and evaluate interventions Data analysis skills, and the ability to use data to inform provision planning Effective communication and interpersonal skills Ability to build effective working relationships Ability to influence and negotiate Good record-keeping skills Knowledge of the National Curriculum Knowledge of effective teaching and learning strategies A good understanding of how children learn Ability to adapt teaching to meet pupils' needs Ability to build effective working relationships with pupils Knowledge of guidance and requirements around safeguarding children Knowledge of effective behaviour management strategies Good ICT skills, particularly using ICT to support learning 	Desirable Desirable Desirable Desirable Essential Desirable

Personal qualities	Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school	Desirable	
	Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability	Desirable	
	Ability to work under pressure and prioritise effectively	Desirable	
	Commitment to maintaining confidentiality at all times	Desirable	
	Commitment to safeguarding and equality	Desirable	