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**PERSON SPECIFICATION – BARNFIELD PRIMARY SCHOOL**

**POST:** **SPECIAL EDUCATIONAL NEEDS COORDINATOR (SENCO)**

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| **Attributes** | **Essential** | **Desirable** |
| **Qualifications and training** | * Have a degree in a relevant subject.
* Have QTS.
* At least 12 months experience working as a school SENCO.

or* A commitment to achieve a National Award in Special Educational Needs within three years of appointment if having less than 12 months experience.
 | * Up-to-date safeguarding and child protection training, with a commitment to regular updates.
* Certified first aider
* Holds the National Award in Special Educational Needs Coordination. (NASENCO)
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| **Knowledge, skills and experience** | * Experience of working with pupils with SEND, and pupils with emotional and behavioural difficulties.
* Experience working alongside an SLT to develop the quality of the curriculum and learning activities.
* Experience co-ordinating provision for children with SEND.
* Sound knowledge of the SEND Code of Practice and its application.
* Sound knowledge of the graduated approach to providing SEN support.
* Experience of behaviour management techniques for groups and individuals with SEND.
* A good understanding of the principles of school improvement.
* Experience working effectively with colleagues to improve classroom practice.
* Experience utilising and analysing effective assessment systems and recording and maintaining pupil records.
* Have taught at KS1 and KS2 for at least three years.
 | * Experience working with parents, external agencies, and local authorities.
* Strong understanding of SEND pupil development and needs.
* Knowledge of SEND funding and experience with reasonable adjustments and access arrangements.
* Experience gaining and managing large numbers of EHCPs for children with complex needs.
* Taught extensively in all key stages and led a phase.
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| **Personal traits** | * A commitment to equal opportunities and empowering others.
* Excellent communication skills, both written and verbal.
* Excellent time management and organisation skills.
* An ability to manage and prioritise a demanding workload, and that of others.
* A flexible approach towards working practices.
* The ability to work as both part of a team and independently.
* An ability to work with pupils and their families in a sensitive and positive way.
* An ability to establish and maintain professional working relationships.
* High levels of drive, energy and integrity.
* Demonstrable leadership qualities, e.g. assertiveness, confidence, resilience.
* An ability to model good practice and engage in self-reflection.
* A commitment to improve current skills and demonstrate a willingness to develop further.
* A commitment to contributing to the wider school community.
 | * An ability to manage challenging situations.
* Resilient in confrontational situations.
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| **Additional Requirements** | * Flexible, reliable, enthusiastic and patient.
* Inspiring and influential.
* Able to take control, lead and manage situations.
* Consistent in modelling good practice and behaviour.
 | * Willingness to take part in wider community projects.
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| **Safeguarding**  | * An Enhanced DBS.
* Familiarity with current safeguarding and child

 protection policies and good practise. * Commitment to safeguarding and equality.
 | * DSL Trained
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