Avonmouth C of E Primary School and Nursery – SENDCO Person Specification 

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|  | **Essential** | **Desirable** | **Main Evidence** |
| **Qualifications** | Qualified Teacher statusDegree | National Award for SEN Co-ordination (or willing to complete this within the next 2 years).  | CertificateOriginal certificate |
| **Experience** | English and Maths expertise. Expertise in ensuring progress for lower attaining pupils or SEND pupils (these are ideally demonstratedthrough progress and attainment data for your current children)Familiar with strategies to support pupils with a range of needs | Experience of working at a whole-school level Previous experience as a SENDCO. Involvement in school development planningCan provide clear evidence of supporting others with challenging children with different needsExperience working with children in different key stages.Highly competent computer user/innovator | Application form InterviewApplication form InterviewLesson observation |
|  | At least 4 years teaching experience.  |  |
|  | Computer literate |  |
| **Training and****Inset** | Evidence of recent balancedappropriate programme of CPD |  | Application form |
| **Personal Qualities** | Commitment to getting the best outcomes for pupils and promoting the ethos and values of the schoolCommitment to equal opportunities and securing best outcomes for pupils with SENDAbility to work under pressure and prioritise effectivelyCommitment to maintaining confidentiality at all timesCommitment to the team |  | Interview |
| **Motivations Interests Skills Application** | Desire to be the best SENDCo possible | Evidence of a commitment to professionaldevelopment | Interview Courses attendedReferences |
| Sound knowledge of the SEND Code of PracticeUnderstanding of what makes ‘quality first’ inclusive teaching, and of effective intervention strategies for SEND. | Experience of working within and excellent understanding of the SEND Code | Interview and Application |
|  | Enthusiasm for teaching and learningShow an ability to, and demonstrate an understanding of the importance of motivating children, creating agood working atmosphere and |  | Application form InterviewLesson observationApplication form Interview |

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|  | promoting a positive attitude towards good behaviourTo have high expectations of thechildren and plan work that is challenging and stimulating |  | Lesson observation References |
| Ability to plan and evaluate interventions |  Experience leading staff in a wide range of interventions.  | Interview References |
| The ability to integrate the use of technology to enhance day to day teaching and learning. | Evidence of skilled, judicious computer use to raise achievement. | Application form InterviewLesson observation |
| Effective communication and interpersonal skillsAbility to build effective working relationshipsAbility to influence and negotiate Ability to work with others to bringabout change or improvement with: experienced and inexperienced teachers, learning support assistants, governors and parents | Track record of effective collaboration, working with senior colleagues and | Application form Interview References |
| Ability to build strong and effectiverelationships with parents. |  | Interview |
| Ability to work with external agencies to benefit pupils in school. |  | Interview |
| Evidence of adaptability, flexibility and highly developed organizational skillsGood record-keeping skillsData analysis skills, and the ability to use data to inform provision planning | Evidence of using your own initiative and leading independently. | Application form Interview References |
| Show evidence of being a reflective practitioner and a lifelong learner | Evidence of activelyseeking feedback from others. | InterviewReferences Application form |
| Committed to safeguarding, equality and promoting the wellbeing of allpeople in school. |  | Interview |
| **Reference** | Suitable to work with children Two fully supportive referencescovering the candidate’s professional,personal and if appropriate leadership qualities |  | Application form Interview ReferencesDBS |

In addition, any anomalies or unexplained periods will be followed up before or during interview.