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

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|  | **Essential** | **Desirable** | **Main Evidence** |
| **Qualifications** | Qualified Teacher status  Degree | National Award for SEN Co-ordination (or willing to complete this within the next 2 years). | Certificate  Original certificate |
| **Experience** | English and Maths expertise.  Expertise in ensuring progress for lower attaining pupils or SEND pupils (these are ideally demonstrated  through 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 planning  Can provide clear evidence of supporting others with challenging children with different needs  Experience working with children in different key stages.  Highly competent computer user/innovator | Application form Interview  Application form Interview  Lesson observation |
|  | At least 4 years teaching experience. |  |
|  | Computer literate |  |
| **Training and**  **Inset** | Evidence of recent balanced  appropriate programme of CPD |  | Application form |
| **Personal Qualities** | Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school  Commitment to equal opportunities and securing best outcomes for pupils with SEND  Ability to work under pressure and prioritise effectively  Commitment to maintaining confidentiality at all times  Commitment to the team |  | Interview |
| **Motivations Interests Skills Application** | Desire to be the best SENDCo possible | Evidence of a commitment to professional  development | Interview Courses attended  References |
| Sound knowledge of the SEND Code of Practice  Understanding 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 learning  Show an ability to, and demonstrate an understanding of the importance of motivating children, creating a  good working atmosphere and |  | Application form Interview  Lesson observation  Application form Interview |

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|  | promoting a positive attitude towards good behaviour  To have high expectations of the  children 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 Interview  Lesson observation |
| Effective communication and interpersonal skills  Ability to build effective working relationships  Ability to influence and negotiate Ability to work with others to bring  about 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 effective  relationships with parents. |  | Interview |
| Ability to work with external agencies to benefit pupils in school. |  | Interview |
| Evidence of adaptability, flexibility and highly developed organizational skills  Good record-keeping skills  Data 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 actively  seeking feedback from others. | Interview  References Application form |
| Committed to safeguarding, equality and promoting the wellbeing of all  people in school. |  | Interview |
| **Reference** | Suitable to work with children Two fully supportive references  covering the candidate’s professional,  personal and if appropriate leadership qualities |  | Application form Interview References  DBS |

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