

**Person specification - SENCo**

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| criteria | qualities |
| **Qualifications and training** | Qualified teacher National Award for SEN Co-ordination, or a willingness to complete it within 3 years of appointment Degree |
| **Experience** | Teaching experience Experience of working at a whole-school levelInvolvement in self-evaluation and development planningExperience of conducting training/leading INSET/Line Manager Responsibilities |
| **Skills and knowledge** | Sound knowledge of the SEND Code of PracticeUnderstanding of what makes ‘quality first’ teaching, and of effective intervention strategiesAbility to plan and evaluate interventionsData analysis skills and the ability to use data to inform provision planningEffective communication and interpersonal skillsAbility to build effective working relationshipsAbility to work with parentsAbility to influence and negotiateGood record-keeping skills |
| **Personal qualities** | Commitment to getting the best outcomes for pupils and promoting the ethos and values of the schoolCommitment to equal opportunities and securing good outcomes for pupils with SEN or a disabilityAbility to work under pressure and prioritise effectivelyCommitment to maintaining confidentiality at all timesCommitment to safeguarding and equality |