



Please ensure that you read the person specification carefully as this will be used to assess candidates as part of the shortlist and interview process.

Factor	Essential	Desirable	Ascertained by
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>National Award for SEND qualification- this can be obtained when in role.</li> </ul>	References  Certification
<b>Experience</b>	<ul style="list-style-type: none"> <li>Teaching experience in a Primary School setting</li> <li>Collaborative working with parents, colleagues, governors and outside agencies</li> <li>Working with challenging behaviours</li> </ul>	<ul style="list-style-type: none"> <li>Successful previous SENDCo experience</li> <li>Monitoring and evaluating effective strategies for teaching and learning of SEND</li> <li>Developing and supporting learning of SEND children, including EHC plans</li> </ul>	Application  Interview
<b>Professional Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>Understanding of the SEND Code of Practice and Equality Act</li> <li>Current developments and best practice in SEND legislation and all aspects of inclusion</li> <li>Effective management of provision for SEND</li> <li>Range of types of SEND needs, and interventions available</li> <li>Use of assessment and attainment information to improve practice and raise standards</li> <li>Knowledge of effective classroom strategies to support pupils with SEND across the curriculum.</li> <li>Expectations within the new EYFS and National Curriculum</li> <li>Child protection procedures and safeguarding children</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of mental health and wellbeing in relation to SEND.</li> <li>Knowledge of funding arrangements for SEND provision, including EHCPs and top-up funding.</li> <li>Awareness of current research and developments in SEND education.</li> </ul>	Interview  References
<b>Strategic Direction</b>	<ul style="list-style-type: none"> <li>Clear vision for SEND provision</li> <li>Analyse and interpret relevant school, and national data</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of implementing effective strategies for SEND</li> <li>Work as part of leadership team to lead the strategic planning,</li> </ul>	Interview  References

		and development of SEN/inclusion	
<b>Ability/ Skills</b>	<ul style="list-style-type: none"> <li>• Lead, manage and motivate colleagues</li> <li>• Plan, delegate, support and evaluate work undertaken by teams and individuals</li> <li>• Ability to work under pressure in order to meet deadlines</li> <li>• Promote learning ethos of the school</li> <li>• Create and maintain an inclusive environment which promotes good behaviour and celebrates success</li> <li>• Effective interpersonal, communication and presentation skills; both written and oral</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to use data management systems to track SEND pupil progress.</li> <li>• Skills in coaching or mentoring staff to improve inclusive teaching practices.</li> <li>• Experience in writing and reviewing Education, Health and Care Plans (EHCPs).</li> </ul>	Interview References
<b>Personal Characteristics</b>	<ul style="list-style-type: none"> <li>• A commitment to inclusive education and a willingness to respond to the needs of all learners</li> <li>• Ambition, energy, enthusiasm, determination resilience and drive to develop your role</li> <li>• Reliability, professionalism and integrity</li> </ul>	<ul style="list-style-type: none"> <li>• Reflective of practice, receiving feedback, and implementing change</li> </ul>	Application References Interview
<b>Other</b>	<ul style="list-style-type: none"> <li>• A commitment to equality and diversity</li> <li>• A commitment to Safeguarding</li> </ul>		Application Interview