

Burton Primary School Person Specification for the post of SENDCO

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ◆ Teaching certificate ◆ SENCO accreditation 	<ul style="list-style-type: none"> ◆ Further professional qualifications
Knowledge and Experience	<ul style="list-style-type: none"> ◆ A working knowledge of the SEND Code of Practice ◆ Experience of teaching children with a range of SEND ◆ Experience of leading SEND across a school as SENDCO ◆ Experience of liaising with outside agencies ◆ Experience of teaching in Primary age range ◆ Significant subject leader experience ◆ Evidence of translating and developing targets into suitable action plans ◆ A willingness to undertake relevant CPD. ◆ Evidence of managing, motivating & contributing to a team ◆ Evidence of having an impact on whole school improvement ◆ Experience of lesson observation and be able to demonstrate a clear understanding of the criteria for a good/outstanding lesson. ◆ A working knowledge of using a range of data to monitor pupil progress and attainment and to set targets ◆ Led inset activities for staff 	<ul style="list-style-type: none"> ◆ Teaching experience in more than one school ◆ Have up to date knowledge of current educational issues ◆ Mentoring /performance management experience ◆ Involvement in school development/improvement planning ◆ Experience of resource management(space, materials, money) ◆ Experience of leading inclusion ◆ Experience of evaluating the quality of teaching and learning ◆ Knowledge of strategies to improve teaching and learning outcomes for Pupil Premium pupils ◆ Experience of Safeguarding – DSL or deputy role ◆ Mental Health Lead training ◆ Knowledge of attachment based interventions such as Thrive
Personal Qualities/ Interpersonal Skills	<ul style="list-style-type: none"> ◆ Have a passion and commitment to ensuring all children reach their potential ◆ Effective written and verbal communication skills ◆ Can demonstrate excellent inter-personal skills and relates well to parents, staff and children ◆ Good presentation skills to a range of audiences ◆ Evidence of encouraging and sustaining the active involvement of parents and the wider community ◆ Ability to exhibit an enthusiasm for teaching and inclusion ◆ Able to work under pressure and remain calm ◆ Able to support staff and be sensitive to their needs 	<ul style="list-style-type: none"> ◆ Evidence of the ability to motivate & develop confidence in others ◆ Apply excellent coaching skills to a range of situations ◆ Commitment to the promotion of the school's Church of England ethos ◆ Prepared to be involved in the wider aspects of school life.

	Essential	Desirable
Curriculum/ Teaching	<ul style="list-style-type: none"> ◆ A proven track record as an exemplary classroom practitioner ◆ Demonstrate a thorough understanding of what generates effective learning in the classroom ◆ Demonstrates a secure understanding of assessment for learning ◆ Evidence of good classroom organisation and management skills ◆ Evidence of positive behaviour management ◆ A desire to give children an equal opportunity to learn ◆ A commitment to encouraging independent learning ◆ Evidence of adapting the provision for children with SEND so that barriers to learning are overcome ◆ Evidence of a positive impact on the progress of children with SEND 	<ul style="list-style-type: none"> ◆ An interest in how children learn ◆ An understanding of the skills and attributes of the national curriculum (key skills) ◆ Evidence of experience of professional activities outside the classroom