PERSON SPECIFICATION

SENDco

Factor	Essential	Desirable	Method of assessment
Play a major role under the overall direction of the Headteacher in ensuring that outcomes for pupils across our school are the best that they can be and to be an exemplary role model across our school and partnership			
Safeguarding children			
Committed to ensuring all pupils in our school are kept safe	☐		**Application form Interview**
Enhanced DBS check	☐		**Recruitment checks**
Equal opportunities			
Committed to ensuring that all members of our school community can achieve excellence	☐		**Application form Interview**
Qualification and experience			
Hold qualified teacher status	☐		**Application form**
Hold the NPQ for SENCOs (or legacy NASENCo)		☐	**Application form**
Willing to complete the NPQ for SENCOs within 3 years (if not held)	☐		**Application form / interview**
3 years experience in primary school teaching	☐		**Application form**
Experience teaching and adapting learning for SEND pupils in mainstream	☐		**Application form / Interview**
Experience teaching complex SEND needs in an SRP / specialist setting		☐	**Application form / Interview**
Experience of holding a leadership role e.g. subject leader		☐	**Application form**
Experience of working with pupils with SEND	☐		**Application form**
Sound knowledge of the SEND Code of Practice (2015), Equality Act 2010 & EHCPs	☐		**Application form / Interview / Tasks**
Good written communication skills	☐		**Application form Tasks**
Good oral communication skills	☐		**Interview**
Strategic development of Heronsgate Primary School			
Ability to create strategic plans to promote high quality of learning for all pupils	☐		**Application form Interview**

Factor	Essential	Desirable	Method of assessment
Experience of leading and evaluating projects that led to exemplary learning		✓	**Application form Interview**
Experience of contributing to school evaluation		✓	**Application form**
Leading and evaluating learning and teaching			
Evidence of teaching exemplary lessons that lead to excellent outcomes for pupils with SEND	✓		**Application form**
Commitment to high achievement for all pupils	✓		**Application form**
Ability to give constructive feedback about teaching to teachers and support staff	✓		**Tasks**
Strong data analysis skills to track progress and evaluate interventions		✓	**Tasks**
Evidence of promoting achievement of pupil premium pupils		✓	**Interview**
Developing self and working with others			
Planning and leading effective training and CPD for colleagues		✓	**Application form**
Commitment to own improvement through professional development / further study	✓		**Application form**
Securing accountability			
Evidence of working with or reporting to governors		✓	**Application form**
Evaluating monitoring activities giving feedback for development	✓		**Tasks**
Strengthening community			
Welcoming approach with strong communication and relationships with parents/carers	✓		**Interview Tasks**
Build strong links between curriculum provision and wider community		✓	**Application form Interview**