**Mile Oak Primary School Person Specification**

**SENDCo**

**Job Title:** SENDCo

**Grade:** Teacher Main Scale/UPS

**Department:** Mile Oak Primary School

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| **Criteria** | **Essential** | **Desirable** |
| **Job Related Education and Qualifications and Knowledge** | * To have gained qualified teacher status * Strong understanding of the principles of Inclusion (including the current SEND Code of Practice) and proven experience of inclusion | * National Award for SEN Co-ordination |
| **Experience** | * Experience and understanding of the education of 4 – 11 year olds * Experience of working at a whole-school level * Knowledge of outstanding and diverse classroom practice across the curriculum and/or SEND practice * An excellent understanding of safeguarding and child protection * Involvement in self-evaluation and development planning * Evidence of having led/supported curriculum planning and development in relation to SEND * Evidence of leading and managing SEND provision including the use of provision mapping * Experience of line managing staff * Evidence of multi-agency working * Evidence of recent and appropriate professional development * Experience of conducting training/leading INSET |  |
| **Skills/Knowledge** | * Sound knowledge of the SEND Code of Practice * Ability to play a key role in school improvement and evaluation * Understanding of what makes ‘quality first teaching’, and effective intervention strategies * Ability to plan and evaluate interventions * Data analysis skills, and the ability to use data to inform provision planning * Effective communication and interpersonal skills * Ability to build effective working relationships * Ability to influence and negotiate * Good record-keeping skills * Ability to work to tight deadlines and be able to prioritise * Ability to oversee assessment procedures, analyse data from the school and use this to evaluate impact to drive school improvement and narrow the gap for SEND pupils |  |
| **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 good outcomes for pupils with SEND or a disability * Ability to work under pressure and prioritise effectively * Commitment to maintaining confidentiality at all times * Commitment to safeguarding and equality |  |
| **Equalities** | * To be able to demonstrate a commitment to the principles of Equalities and to be able to carry out duties in accordance with the Council’s Equalities Policy |  |