**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
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| **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
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| **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
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| **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
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| **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
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