**SENDCO: Person specification**

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| criteria | Essential qualities | Desirable qualities |
| **Qualifications and training** | Qualified teacher statusNational Award for SEND Co-ordinationDegree | Completion of Senior Mental Health Lead TrainingCompletion of training within trauma informed practice |
| **Experience** | Teaching experience: A minimum of 4 yearsExperience of conducting training/leading INSETExperience of working at a whole-school levelInvolvement in self-evaluation and development planningExperience of working with and alongside external agencies  | Working with children affected by trauma |
| **Skills and knowledge** | Sound knowledge of SEND Law and the SEND Code of PracticeUnderstanding of what makes ‘quality first’ teaching, and of effective intervention strategiesAbility to plan and evaluate interventionsData analysis skills, and the ability to use data to inform provision planningEffective communication and interpersonal skillsAbility to build effective working relationshipsAbility to influence and negotiateGood record-keeping skills |  |
| **Personal qualities** | Commitment to getting the best outcomes for pupils and promoting the ethos and values of the schoolCommitment to equal opportunities and securing good outcomes for pupils with SEN or a disabilityAbility to work under pressure and prioritise effectivelyCommitment to maintaining confidentiality at all timesCommitment to safeguarding and equalityOrganisedAble to work well as part of a team |  |