** Person Specification – SENDCO at the Westcliffe & Priory Lane Federation**

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|  | **Essential** | **Desirable** | **Evidence Source** |
| **Qualifications** | * Qualified teacher status * Willingness to undertake the National Award for SEND Co-ordination | * Hold the National Award for SEND Co-ordination and/or other specialist qualifications | * Application Form * Certificates |
| **Knowledge and Experience** | * Experience of teaching across the primary age range * Proven record of outstanding teaching and classroom practice leading to accelerated pupil outcomes * An understanding of current initiatives that relate to our provision for children with SEND * Committed to providing excellent provision for all pupils and achieving high standards of pupil progress * Experience in leading in SEND, including identification of pupil needs, monitoring and evaluating pupil achievement | * Successful experience of teaching in more than one phase (Early Years/KS1/ KS2) * Experience as part of a leadership team * Proven ability in leading staff teams / school improvement projects and measuring progress | * Application Form * Reference * Interview process |
| **Professional Skills and Abilities** | * Ability to implement appropriate and effective strategies for raising achievement for pupils with SEND * Confidence, clarity and decisiveness in making and carrying out decisions * Ability to work cooperatively and collaboratively as a leader and team member * Excellent people skills; motivating, inspiring, and challenging adults * Outstanding communicator; building trust and confidence with parents, staff and pupils | * Experience in managing non-teaching staff e.g. TAs * Experience of coaching/mentoring/   supporting colleagues   * Experience of leading and supporting CPD | * Application Form * Reference * Interview process |
| **Professional Ethos and Commitment** | * A commitment to the values and ethos of the Federation * A sound understanding of SEND Code of Practice and its implications * A strong commitment to meet the learning and emotional needs of every child * A commitment to safeguarding and child protection * High expectations for self and others and a strong commitment to raising achievement | * Awareness and willingness to be involved in partnerships and agencies that support the Federation * Willingness to become involved in all aspects of school life e.g. after school clubs / community | * Application form * Reference * Interview process |
| **Personal**  **Qualities** | * An innate ability to demonstrate a caring and nurturing attitude whilst maintaining professional boundaries * Excellent interpersonal skills, resilience and tact * Ability to set and work to deadlines * Ability to remain positive in challenging situations and retain a sense of humour * Be committed to own personal development, whole school development, and the raising of standards | * An up to date knowledge of educational reforms and research * A willingness to develop personal qualities and professional qualifications | * Application Form * Interview process * Reference * Enhanced disclosure |