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