

Person Specification

SENCo



	Essential	Desirable
Education, Qualifications	<ul style="list-style-type: none"> • Relevant teaching qualification with QTS • National Award for SEN Co-ordination, or a willingness to complete it within 3 years of appointment 	
Experience	<ul style="list-style-type: none"> • Teaching experience • Proven experience as a SENCo • Experience of working as a whole school level • Experience of working with children with a range of SEN • Experience of conducting training/leading INSET • Experience of line managing a team of staff 	
Skills & Knowledge	<ul style="list-style-type: none"> • Sound knowledge of the SEND Code of Practice • Understanding of what makes 'quality first' teaching, and of 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 	<ul style="list-style-type: none"> • Experience of working with children from diverse cultural backgrounds
Parents and the wider community	<ul style="list-style-type: none"> • Understanding of the impact of positive partnerships between home and school on children's learning, progress and personal development. • Willingness to welcome parents as partners in children's education • Ability to communicate effectively with parents with regard to pupils' achievements and well-being. 	<ul style="list-style-type: none"> • Previous involvement in parent partnership initiatives and impact.
Professional development	<ul style="list-style-type: none"> • Be self-motivated and willing to learn and develop 	<ul style="list-style-type: none"> • Evidence of commitment to own CPD
Equal Opportunities	<ul style="list-style-type: none"> • Aware of equal opportunities and able to promote them in own classroom and beyond 	
Child Protection & Safeguarding	<ul style="list-style-type: none"> • Have a good understanding of Child Protection and safeguarding, both in terms of what this means and the reporting process. 	
Health & Safety	<ul style="list-style-type: none"> • Awareness of health and safety issues and responsibilities 	
Personal qualities	<ul style="list-style-type: none"> • Be positive, energetic, respectful and have a sense of Humour • Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability • Ability to work under pressure and prioritise effectively • Evidence of ability to work as part of a team • Embrace and be enthusiastic about change and willing to drive forwards new initiatives • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school 	