

Person Specification – SENDCO

Specification	Essential	Desirable	How Identified
Education, Training and Qualifications	<ul style="list-style-type: none"> Degree or equivalent QTS NPQML, NPQSL or equivalent National Award for SEN coordination (or working towards) Willingness to work towards further qualifications 	<ul style="list-style-type: none"> Evidence of further, relevant qualifications 	<ul style="list-style-type: none"> Application form Interview References
Experience	<ul style="list-style-type: none"> Proven track record of high quality primary teaching Experience of school leadership (e.g. SENDCO or middle leadership post) Experience of working with students with SEN, including those presenting with challenging behaviour Evidence of excellent behaviour management skills Experience of delivering SEN interventions and monitoring impact 	<ul style="list-style-type: none"> Experience of working in a primary school in an area of social deprivation Experience of leading CPD for staff Experience of applying for and implementing access arrangements for public examinations Experience of line management responsibility Experience in school (or subject) self-evaluation and improvement planning 	<ul style="list-style-type: none"> Application form Interview References
Knowledge and Skills	<ul style="list-style-type: none"> Knowledge & understanding of the SEN Code of Practice Ability to analyse data and use this to inform strategic planning Good knowledge of effective strategies for teaching and learning Ability to use evidence to inform most appropriate strategies and interventions to support pupil progress Ability to communicate effectively in various forms Good knowledge of current educational issues 	<ul style="list-style-type: none"> Knowledge and understanding of working with pupils who have suffered Adverse Childhood Experiences (ACEs) & trauma Knowledge and experience of restorative approaches to managing conflict 	<ul style="list-style-type: none"> Application form Interview References

Personal Qualities	<ul style="list-style-type: none"> • Ability to establish effective working relationships with all members of the school community, parents and external partners/agencies • Ability to hold others to account, providing support and challenge as necessary • Strong personal drive and commitment to see tasks through to completion • Ability to effectively prioritise tasks and manage own time 	<ul style="list-style-type: none"> • Experience of multi-agency working 	<ul style="list-style-type: none"> • Application form • Interview • References
Safeguarding	<ul style="list-style-type: none"> • Enhanced DBS • Satisfactory reference from current employer 	<ul style="list-style-type: none"> • Further Safeguarding training – Level 3 or in specific aspects e.g. Domestic abuse • Experience of working in the field of safeguarding (eg DSL/DDSL) 	<ul style="list-style-type: none"> • Application form • Interview • References
Wider Contribution to the school/Trust	<ul style="list-style-type: none"> • Commitment to collaborative working 	<ul style="list-style-type: none"> • Interests other than education • Desire to offer extra-curricular activities 	<ul style="list-style-type: none"> • Application form • Interview • References