

## SENDCO Person Spec

	<b>Essential Qualities</b>	<b>Desirable Qualities</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Degree or equivalent</li> <li>• Evidence of recent relevant professional development</li> <li>• National Qualification for SENCO</li> </ul>	<ul style="list-style-type: none"> <li>• Further training or qualifications relating to specific educational needs</li> </ul>
<b>Professional Experience</b>	<ul style="list-style-type: none"> <li>• Experience of leading SEN across a Phase or the school</li> <li>• At least 3 years' excellent teaching experience across the Primary age range</li> <li>• Experience of working with SEN, EAL, more able / gifted and talented pupils</li> <li>• Proven experience of monitoring pupil progress and raising attainment</li> <li>• Experience in implementing the graduated approach for pupils with a range of additional needs</li> <li>• Experience of multi-agency working</li> <li>• Successful experience of working with parents and carers from a range of backgrounds</li> <li>• Experience of motivating and developing staff</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in at least 2 schools</li> <li>• Proven experience of developing and implementing an area of the School Development Plan</li> <li>• Experience in supporting pupils during transition</li> <li>• Experience of managing a budget area</li> <li>• Experience of mentoring colleagues</li> </ul>
<b>Knowledge &amp; Understanding</b>	<ul style="list-style-type: none"> <li>• In depth knowledge of the SEND Code of Practice</li> <li>• Excellent knowledge and understanding of the principle and implication of inclusion</li> <li>• Experience in collaborating with and reviewing Education Health Care Plans</li> <li>• Knowledge of the curriculum across the whole primary age range</li> <li>• Good working knowledge of safeguarding arrangements</li> <li>• Excellent knowledge of and</li> </ul>	<ul style="list-style-type: none"> <li>• Up to date knowledge and understanding of current educational issues</li> <li>• Experience of using comparative data to identify key priorities</li> </ul>

	<p>experience of a range of effective learning, teaching and assessment strategies to support and ensure the progress of all pupils especially the most vulnerable</p>	
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Ability to apply understanding of pedagogy to raise standards with groups and individuals</li> <li>• Ability to motivate, lead and manage people to work both individually and in teams</li> <li>• Ability to implement change and plan strategically</li> <li>• Ability to communicate effectively with children, parents, staff and professionals beyond the school</li> <li>• Ability to prioritise</li> </ul>	<ul style="list-style-type: none"> <li>• Good experience of leading and training other staff members including staff development activities.</li> </ul>
	<ul style="list-style-type: none"> <li>• Ability to work independently as well as collaboratively, manage initiatives and lead by example</li> <li>• Effective administrative, organisational and ICT skills relevant to the role.</li> </ul>	

<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Commitment to inclusive education</li> <li>• High aspirations for all pupils</li> <li>• Commitment to safeguarding and promoting the welfare of every pupil</li> <li>• Ability to maintain confidentiality at all times</li> <li>• Reflective practitioner with desire to improve</li> <li>• Positive enthusiasm and loyalty to the school</li> <li>• Able to work under pressure whilst still manage an appropriate work life balance</li> <li>• Flexibility</li> <li>• A sense of humour</li> </ul>	<ul style="list-style-type: none"> <li>• A willingness to teach across the age range</li> <li>• Varied interests outside school and education</li> </ul>
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