

SENDCO Person Spec

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

	<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>	
Skills	<ul style="list-style-type: none"> • Ability to apply understanding of pedagogy to raise standards with groups and individuals • Ability to motivate, lead and manage people to work both individually and in teams • Ability to implement change and plan strategically • Ability to communicate effectively with children, parents, staff and professionals beyond the school • Ability to prioritise 	<ul style="list-style-type: none"> • Good experience of leading and training other staff members including staff development activities.
	<ul style="list-style-type: none"> • Ability to work independently as well as collaboratively, manage initiatives and lead by example • Effective administrative, organisational and ICT skills relevant to the role. 	

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