



Waynflete Infants' School

Academy for Early Learning

PERSON SPECIFICATION - SENDCO

The Academy prides itself on its passion for early year's education. Our success has been built on excellence in teaching and learning which is underpinned by a range of dedicated professionals who are committed to always achieving the very best they can. The children in our care are at the very heart of our school community, and we want to recruit staff who share this ethos and strive to ensure every child achieves to their full potential.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to demonstrably share this commitment

	ESSENTIAL	DESIRABLE
Qualifications and training	Have a degree in a relevant subject. Have QTS. Have experience of EYFS/ KS1 At least 12 months experience working as a school SENCO. or A commitment to achieve a National Award in Special Educational Needs within three years of appointment if having less than 12 months experience.	Relevant safeguarding and child protection training undertaken and a willingness to update training regularly. Have achieved a National Award in Special Educational Needs Coordination. KS2 experience Recent Ofsted experience including communicating with Ofsted Inspectors.
Knowledge, skills and experience	Experience of working with pupils with SEND, and pupils with emotional and behavioural difficulties. Experience of the SEND Ranges. Experience working alongside an SLT to develop the quality of the curriculum and learning activities. Experience coordinating provision for children with SEND. Sound knowledge of the SEND Code of Practice and its application. Sound knowledge of the graduated approach to providing SEN support. Experience of using EHCP to set small steps towards end-of-year targets. Experience of behaviour management techniques for groups and individuals with SEND. A good understanding of the principles of school improvement.	Experience liaising with a range of people, agencies, and professionals including, the parents of pupils, the LA and other providers. Demonstrate a greater understanding of how pupils with SEND develop. Demonstrate a sound understanding of SEND funding on offer. Experience in making reasonable adjustments and access arrangements for pupils with SEND.



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	<p>Experience working effectively with colleagues to improve classroom practice. Experience utilising and analysing effective assessment systems and recording and maintaining pupil records.</p>	
<p>Personal traits</p>	<p>The successful candidate will have:</p> <ul style="list-style-type: none"> • A commitment to equal opportunities and empowering others. • Excellent communication skills, both written and verbal. • Excellent time management and organisation skills. • An ability to manage and prioritise a demanding workload, and that of others. • A flexible approach towards working practices. • The ability to work as both part of a team and independently. • An ability to work with pupils and their families in a sensitive and positive way. • An ability to establish and maintain professional working relationships. • High levels of drive, energy and integrity. • Demonstrable leadership qualities, e.g. assertiveness, confidence, resilience. • An ability to model good practice and engage in self-reflection. • A commitment to improve current skills and demonstrate a willingness to develop further. • A commitment to contributing to the wider school community. 	
<p>Additional requirements</p>	<p>The successful candidate will be:</p> <ul style="list-style-type: none"> • Flexible, reliable, enthusiastic and patient. • Inspiring and influential. • Able to take control, lead and manage situations. • Consistent in modelling good practice and behaviour. 	