



SENDCO Person Specification

Essential Personal Attributes	Stage Identified	Desirable Personal Attributes	Stage Identified
Qualifications - Qualified teacher status. - Degree. - SENDCO Award or Commitment to completing the SENDCO Award	Application	- Evidence of further study/qualifications. - Recent and up to date Designated Safeguarding Training or Commitment to completing the DSL training. - Recent qualification and training in line with Health and Safety Requirements within a primary school	Application
Experience - Recent successful, adaptive classroom practice - Experience of working with children having a range of special needs. - Experience of supporting vulnerable groups and SEND learners. - Successful teaching experiences and evidence of raising standards of teaching by demonstrating good/outstanding progress of pupils and how to adapt teaching and resources to meet the needs of all children. -Experience as a member of a safeguarding team. -Successful experiences in managing behaviour and encouraging positive relationships. - Experiences of working alongside a family support worker. - Experiences of working with and developing excellent relationships with parents.	App/Interview App/Interview	- Experience of directing support staff to deliver high quality interventions. - Experience of team teaching to develop the quality of teaching and support for children with SEND needs - Experience reporting information to SLT and/or governors. - Experience of leading/supporting the implementation of a health and safety policy.	App/Interview App/Interview App/Interview

Knowledge and Skills - A philosophy of education which complements the school aims and mission statement. - A secure knowledge and understanding of the SEND Code of Practice. - An understanding of Health and Safety requirements within a Primary setting and to be able to develop this in others. - Excellent communication and inter-personal skills. - Ability to work in effective partnership with colleagues, parents and the wider community. - Thorough understanding and evidence of effective planning in order to develop creative learners. - Clear understanding of how to use assessment for learning strategies to effectively inform planning, teaching and resources. - Knowledge of the importance of and range of strategies that can be used to adapt teaching and learning effectively. - Knowledge and expertise in positive behaviour management and ability to develop others to promote very good standard of pupil behaviour through use of a range of strategies. - Clear understanding of safeguarding procedures and the ability to fulfil the role of a designated safeguarding lead effectively. - Highly enthusiastic and motivated teacher with a passion for SEND and a desire to contribute to the leadership of the school.	App/Interview	- Knowledge and experience of different teaching styles and methods. - An understanding of how to adapt teaching and learning for pupils with SEND or with particular talents, abilities or gifts. - Ability to coach and support others to develop their own ability to teach and support all children in order to raise standards and meet the needs of all children.	App/Interview App/Interview
Special Requirements - Able to actively support the Christian ethos of the school. - The ability to excite, enthuse, motivate and inspire pupils. - Initiative, warmth and empathy. - A passion for encouraging children to be the best that they can be and an ability to communicate and engage with pupils effectively. - Flexibility, enthusiasm and good organisational skills. - Ability to work as a member of a team giving and receiving feedback and acting upon this. - An interest in broadening the curriculum through providing extra- curricular activities. - An interest and passion to develop the relationship between school and home by planning and hosting parent and family workshops. - Ability to communicate well with parents and carers.	App/Int	-	App/Interview