

Post Title: SENCO – LUNSFORD PRIMARY SCHOOL

	Criteria	Rank	How identified
<u>Qualifications</u>	<p>Qualified Teacher status.</p> <p>Willingness to undertake the National Award for SEN Co-ordination.</p> <p>Hold the National Award for SEN Co-ordination and/or other specialist qualifications</p>	<p>Essential</p> <p>Essential</p> <p>Desirable</p>	<p>Application form</p> <p>Letter of app</p> <p>App form/Certificates</p>
<u>Knowledge and Experience</u>	<p>Successful experience of teaching across the primary age range</p> <p>An understanding of current initiatives that relate to our provision for children with SEND.</p> <p>Committed to providing excellent provision for all pupils and achieving high standards of pupil progress</p> <p>Experience in leading in SEND, including identification of pupil needs, monitoring and evaluating pupil achievement</p> <p>A teacher with a record of consistently successful classroom practice</p> <p>Experience as part of a leadership team</p> <p>Experience of managing a budget</p> <p>Proven ability in leading staff teams / school improvement projects and measuring progress</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p> <p>Essential</p>	<p>Letter of app / Interview</p> <p>Reference / Interview</p> <p>Letter of app / Interview</p> <p>Letter of app / Interview</p> <p>Reference/ Lesson obs</p> <p>Letter of app / Interview</p> <p>Interview</p> <p>Letter of app / Interview</p>
<u>Professional Skills and Abilities</u>	<p>Ability to implement strategies for raising achievement for pupils with SEND.</p> <p>Confidence, clarity and decisiveness in making and carrying out decisions</p> <p>Ability to work cooperatively and collaboratively as a leader and team member</p> <p>Excellent people skills; motivating, inspiring, and challenging adults</p> <p>Outstanding communicator; building trust and confidence with parents and staff</p> <p>Experience in managing support staff</p> <p>Experience of coaching/mentoring/ supporting colleagues</p> <p>Experience of leading and supporting CPD</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p>	<p>Letter of app / Interview/ Ref</p> <p>Letter of app / Interview/ Ref</p> <p>Letter of app / Interview/ Ref</p> <p>Letter of app / Interview/ Ref</p> <p>Letter of app / Interview/ Ref</p> <p>Letter of app / Interview/ Ref</p> <p>Letter of app / Interview/ Ref</p> <p>Letter of app / Interview/ Ref</p>
<u>Professional Ethos and Commitment</u>	<p>A commitment to the values and ethos of our school</p> <p>A sound understanding of SEND Code of practice and its implications</p> <p>A strong commitment to meet the learning and emotional needs of every child</p> <p>A commitment to safeguarding and child protection</p> <p>High expectations for self and others and a strong commitment to raising achievements</p> <p>Awareness and willingness to be involved in partnerships that support school and agencies</p> <p>Willingness to become involved in all aspects of school life e.g. after school clubs / community</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p>	<p>Letter of app / Interview</p> <p>Letter of app / Interview/ Ref</p> <p>Letter of app / Interview/ Ref</p> <p>Letter of app / Interview/ Ref</p> <p>Letter of app / Interview/ Ref</p> <p>Letter of app / Interview/ Ref</p> <p>Letter of app / Interview/ Ref</p>

<u>Personal Qualities</u>	An innate ability to demonstrate a caring and nurturing attitude whilst maintaining professional boundaries	Essential	Letter of app / Interview/ Ref/ Enhanced DBS
	Excellent interpersonal skills, resilience and tact	Essential	Letter of app / Interview/ Ref
	Ability to set and work to deadlines	Essential	Letter of app / Interview/ Ref
	Ability to remain positive in challenging situations and retain a sense of humour	Essential	Letter of app / Interview/ Ref
	Be committed to own personal development, whole school development and the raising of standards	Essential	Letter of app / Interview
	An up to date knowledge of educational reforms and research	Essential	Letter of app / Interview
	A commitment to develop personal qualities and professional qualifications	Essential	Letter of app / Interview