



**Flourish Together Federation**

**SENCo Person Specification**

		Essential	Desirable
Qualifications	Qualified Teacher Status	✓	
	Meets all the Teacher Standards	✓	
	Commitment to CPD and hold the National Award for SENCOs, working towards standards and role expectations described in the Teacher Standards Framework for SENCO	✓	
	Evidence of ongoing professional development; attendance on courses, INSET, action research, personal study etc.	✓	
Experience / Skills	Excellent classroom practitioner	✓	
	Strong understanding of Inclusion and SEND and Experience of working with Special Educational Needs children	✓	
	Ability to use data effectively in setting targets and experience of collating and analysing school data and disseminating to wider audience – SLT and Governing Body		✓
	Ability to provide professional leadership of a staff team and contribute to the work of other teams to secure high quality teaching, effective use of resources and improved standards of learning and achievement for all pupils across the school.		✓
	Knowledge of relevant legislation - in particular of the SEN Code of Practice, equal opportunities and disability discrimination legislation and how these apply to pupils with Education, Health and Care Plans as well as those without.	✓	
	Knowledge of the range and type of interventions available and be able to apply these appropriately in the context of the School's resources and the individual child.	✓	
	Knowledge of current educational issues and their relationship to the inclusion, behaviour support and STLS	✓	
	Experience of inter-agency work.	✓	
	Experience of developing a stimulating learning environment	✓	
	Ability to plan lessons with a clear understanding of how individual children learn best and ability to provide high quality feedback to children to move their learning on	✓	
	Sympathetic to, and supportive of, ethos of a Church school	✓	
	Good sense of humour and energy	✓	
	Excellent written and oral communication skills and Computing/ICT proficiency	✓	
	Excellent presentation and inter-personal skills.	✓	
	Excellent time and task management skills.	✓	
Ability to work under pressure and to deadlines.	✓		