



## Person Specification

### SENCo

Candidates will be shortlisted against the following specification:

Category	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Evidence of on-going professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Completion of National SENCo Award</li> <li>• Leadership qualifications (NPQL / NPQSL)</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Proven experience in meeting all the Teachers' Standards</li> <li>• Successful class teacher</li> <li>• A minimum of 5 years teaching experience</li> <li>• Experience of subject leadership</li> <li>• Experience of teaching pupils with SEN</li> <li>• Analyse data and identify next steps</li> </ul>	<ul style="list-style-type: none"> <li>• Successful teaching across the Primary Phase (KS1 and KS2)</li> <li>• Evidence of raising standards through subject or phase leadership</li> <li>• Joint responsibility as SENCo and Deputy Head</li> </ul>
Knowledge, skills and Understanding	<ul style="list-style-type: none"> <li>• Ability to coach and mentor others</li> <li>• An understanding of the requirements of the National Curriculum</li> <li>• A secure knowledge of a range of teaching strategies/ interventions to ensure the progress of all pupils</li> <li>• An interest in Special Educational Needs</li> <li>• Willingness to study for the National SENCo Award</li> </ul>	<ul style="list-style-type: none"> <li>• Working knowledge of the Code of Practice for SEND</li> <li>• An understanding of the needs of pupils with a range of special needs and disabilities and effective strategies to overcome barriers to learning</li> <li>• Up to date knowledge of Educational Research</li> </ul>
Personal Attributes	<ul style="list-style-type: none"> <li>• Team player</li> <li>• A positive can do attitude</li> <li>• Good communicator</li> <li>• Self motivated and the ability to motivate others</li> <li>• Flexible</li> <li>• Loyal and committed to the success of the school</li> </ul>	

	<ul style="list-style-type: none"><li>• Committed to own professional development</li></ul>	
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