**Person Specification for SENCO**

All post-holders are expected to demonstrate a commitment to equal opportunities and a proven ability to work effectively in culturally and linguistically diverse classrooms.

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| Training and qualifications   * Qualified teacher status * Evidence of continuing and recent professional development relevant to the post. * SEN National Award * Specialist qualification in an aspect of SEND e.g. ASD, SpLD | * Essential * Essential * Desirable * Desirable |
| Knowledge and skills   * Up to date knowledge of SEND code of practice and the Primary Curriculum * Up to date knowledge of current assessment practices * Knowledge of quality first teaching and intervention strategies * A knowledge of current theory and best practice in learning and teaching as this relates to high achievement and attainment * A good understanding of effective procedures for managing and promoting positive behaviour for learning among pupils with SEND * A clear understanding of data analysis and its impact on achievement, attainment and provision mapping * Knowledge of and ability to carry out SEND assessments | * Essential * Essential * Essential * Essential * Essential * Essential * Desirable |
| Experience   * Successful experience of teaching in at least 2 Key Stages. * Proven record of raising attainment * Evidence of supporting the improvement of quality first teaching to increase pupil achievement * SEN administration * Work with outside agencies * Managing team members | * Desirable * Essential * Essential * Essential * Essential * Desirable |
| Characteristics and competencies   * Ability to take supervision but self-direct work programs meeting deadlines where set * Ability to promote the school’s aims and values positively * Ability to develop good personal relationships with individuals and teams * Ability to communicate effectively both orally and in writing. * Enthusiasm for teaching and determination and drive to inspire and support others to achieve excellent standards of practice * An appetite for challenge * A solution-focused mind set * A personable nature that builds effective relationships with all members of the school community * A creative and good-humoured approach to all aspects of teaching and learning * Motivation to continually improve own standards and skills * Resilience and flexibility | * Essential * Essential * Essential * Essential * Essential * Essential * Essential * Essential * Essential * Essential * Essential * Essential * Essential * Essential |
| Commitments   * To promoting the school’s aims and values * To excellent classroom practice * To positive relationships and respect * To ongoing relevant professional self-development * Safeguarding and child protection. | * Essential * Essential * Essential * Essential * Essential |
| WHEN COMPLETING YOUR SUPPORTING STATEMENT PLEASE ADDRESS EACH OF THE POINTS IN THE PERSON SPECIFICATION WITH CLEAR EVIDENCE. | |