**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
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| 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
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| 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
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| 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
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| 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
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| WHEN COMPLETING YOUR SUPPORTING STATEMENT PLEASE ADDRESS EACH OF THE POINTS IN THE PERSON SPECIFICATION WITH CLEAR EVIDENCE.  |