



## SENDCO Person Specification

**Please note that Candidates will only be shortlisted if they have demonstrated that they can meet all the essential criteria**

	Essential	Desirable	Evidenced by:
Professional Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher with Qualified Teacher Status</li> <li>• National Award for SEN Co-ordination (or willingness to work towards it)</li> </ul>	Additional relevant post graduate qualifications	Application/document inspection
Experience	<ul style="list-style-type: none"> <li>• Teaching experience at least 5 years</li> <li>• SENDCO experience with high percentage of SEND and EHCPs</li> <li>• Experience of working at a strategic whole-school level</li> <li>• Involvement in self-evaluation and development planning</li> <li>• Experience of designing and delivering training to teachers and support staff</li> <li>• Experience of Line Managing staff</li> </ul>	Relevant experience in a variety of settings	Application and supporting letter/interview process
Skills and knowledge	<ul style="list-style-type: none"> <li>• Sound knowledge of the SEND Code of Practice</li> <li>• Understanding of what makes 'quality first' teaching and of effective intervention strategies</li> <li>• Ability to plan and evaluate interventions</li> <li>• Demonstrates a thorough understanding of the relational approach to supporting regulation and behaviour</li> <li>• Data analysis skills and the ability to use data to inform provision planning</li> <li>• Effective communication and interpersonal skills</li> <li>• Ability to build effective working relationships</li> <li>• Ability to influence and negotiate</li> <li>• Good record-keeping skills</li> </ul>		Application and supporting letter/interview process
Personal qualities	<ul style="list-style-type: none"> <li>• Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school</li> <li>• Commitment to equal opportunities and securing good outcomes for pupils with SEND</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to safeguarding and equality</li> </ul>		Application and supporting letter/interview process