

**Person Specification**

**Post Title:** SENCo

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|  | **Essential** | **Desirable** |
| **Qualifications** |  |  |
| Educated to degree level | ✓ |  |
| Qualified teacher status either in the UK or if not in own country combined with a desire to achieve English QTS | ✓ |  |
| National award for SEN Co-ordination or willingness to complete it within 3 years appointment | ✓ |  |
| **Experience** |  |  |
| Will have had experience of teaching in a multicultural inner city environment |  | ✓ |
| Involvement in self-evaluation and development planning | ✓ |  |
| Experience of conducting training/leading INSET |  | ✓ |
| **Professional Knowledge and Understanding** |  |  |
| Outstanding pastoral care and safeguarding of children | ✓ |  |
| Must understand the expectations in the new Ofsted Framework regarding effective learning and teaching | ✓ |  |
| Sound knowledge of SEND Code of Practice | ✓ |  |
| Ability to plan and evaluate interventions | ✓ |  |
| Data analysis skills and the ability to use data to inform provision planning |  | ✓ |
| Effective communication and interpersonal skills | ✓ |  |
| Ability to build effective working relationships | ✓ |  |
| Ability to influence and negotiate | ✓ |  |
| Good record—keeping skills | ✓ |  |
| **Personal Qualities** | | |
| Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school | ✓ |  |
| Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability | ✓ |  |
| Ability to work under pressure and prioritise effectively | ✓ |  |
| Ability to work as part of a team | ✓ |  |
| Ability to impose calm | ✓ |  |
| Good listener, positive outlook | ✓ |  |
| Understanding of and commitment to the school policies, in particular:   * Safeguarding / Keeping children safe in education * Participation and implementation of the School Behaviour Policy * Awareness of Health and Safety implementation in the work place * Implementation of the school Equal Opportunities Policy |  | ✓ |