**Person Specification: Special Educational Needs Co-ordinator (SENCO)**

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| Criteria | Essential | Desirable |
| Qualifications | • Good Honours Degree  • Recognised Teaching Qualification  • NASENCO qualification (or working towards) | * Additional qualifications/ training |
| Experience | • Proven leadership experience in SEND  • Excellent classroom practitioner  • Planning and implementation of strategies which impact on outstanding pupil progress  • Evidence of developing coherent data tracking systems to support interventions and their evaluation | * Experience of working across different key stages * Experience of working in a multi-cultural environment * Experience of working with EAL students. |
| Knowledge | • Sound understanding of secondary curriculum  • Clear understanding of strategies to develop Quality First Teaching for SEN pupils  • Excellent understanding of the SEND Code of Practice | * Knowledge of good SEND practice in KS2 * Knowledge of CEM or GL Assessments. |
| Leadership and Management | • High expectations of self and others  • Ability to create and lead departmental development  • Ability to manage change • Ability to delegate well  • Experience of managing a team of people |  |
| Personal | • Hardworking  • Enthusiastic  • High level of organisational skills  • Commitment to Inclusion in schools in the widest sense  • A strong team player  • Good sense of humour | * High level of IT skills |