**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
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| 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.
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| 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.
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| 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
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