# WADDESDON CHURCH OF ENGLAND SCHOOL

# Person Specification: Special Educational Needs Co-ordinator (SENCo)

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| **Personal Attributes required****(on the basis of the job description)** | **Essential (E)****or****Desirable (D)** | **To be identified by:****(eg application form, interview, reference etc)** |
| **Qualifications*** Qualified Teacher Status
* Good record of on-going professional development
* National Award for SEN Co-ordination or a willingness to complete within three years of appointment.
* Degree
 | EEEE | AF / QualsAF / QualsAF/IntAF / Quals |
| **Experience*** A strong record as an Outstanding teacher with excellent outcomes for all students, at all levels and whatever their backgrounds
* Experience of working at a whole-school level
* Involvement in self-evaluation and development planning
* Experience of conducting/leading INSET
* Experience of working with students with SEND
* Experience of leading and managing a team, or group of colleagues
 | EEEDED | AF / Int / RefAF / Int / RefAF / Int / RefAF / Int AF / Int AF / Int / Ref |
| **Knowledge and Skills*** Sound knowledge of SEND Code of Practice
* Understanding of what makes ‘quality first’ teaching, and effective intervention strategies
* 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
 | EEDDEEEE | AF / Int AF / Int AF / Int AF / Int AF / Int / RefAF / Int / RefAF / Int / RefAF / Int  |
| **Personal Qualities*** An absolute commitment to safeguarding children
* Personal and professional integrity
* An unshakeable belief in the ability of children and young people to achieve and to overcome obstacles to their learning
* Confidentiality
 | EEEE | AF / Int / RefAF / Int / RefAF / Int AF / Int / Ref |

**December, 2019**