

Person Specification - SENCO

The Person Specification is an important part of the application process and will be used to shortlist candidates.

You will need to demonstrate in your supporting statement/application form how you meet the following criteria.

| | Essential | Desirable |
|---------------------------|---|--|
| Qualifications & training | <p>The SENCO must:</p> <ul style="list-style-type: none"> • have Qualified Teacher status • have evidence of continuous participation in in-service development and a commitment to further professional development • be willing to undertake the accredited SENCO qualification | <p>Accredited SENCO qualification.</p> <p>Undertaken relevant Safeguarding training.</p> |
| Experience | <p>The SENCO must:</p> <ul style="list-style-type: none"> • be a qualified teacher with at least five years' experience • have experience of teaching in a Primary School • have experience of dealing successfully with challenging and sensitive situations in a Primary School setting • have experience of working successfully and co-operating as a member of a team • have experience of leading training of other teachers • have experience of setting targets and monitoring, evaluating and recording progress | <p>In addition, the SENCO might have experience of:</p> <ul style="list-style-type: none"> • being a member of the school Safeguarding and Child Protection Team • have previous experience as a SENCO |
| Professional Values | <p>The SENCO will have the ability :</p> <ul style="list-style-type: none"> • to establish and maintain excellent professional relationships with pupils, parents and colleagues • to set high expectations of all pupils and be committed to raising educational achievement • to maintain confidentiality • have personal integrity | |

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| Knowledge and understanding | <p>The SENCO will have knowledge and understanding of:</p> <ul style="list-style-type: none"> • the SEN Code of Conduct and its practical application • the Statementing/EHCP process and the evidence needed • the role of external services that support the provision for SEN pupils within schools • strategies for meeting the SEN of pupils in a mixed ability classroom • behaviour management techniques for all children | |
| Skills | <p>The SENCO will be able to:</p> <ul style="list-style-type: none"> • promote the school's aims positively, and use effective strategies to enhance motivation and morale • demonstrate excellent teaching and learning skills • organise and sustain systematic support from a variety of providers for a range of SEN • lead and manage the coordination of Teaching Assistants in support of SEN pupils • advise and motivate teaching staff with SEN initiatives • make consistent judgements based on careful analysis of available evidence • develop excellent professional relationships within a team • establish and develop appropriate relationships with parents, governors and the community • present and communicate effectively to a variety of audiences • develop an SEN policy | <p>In addition, the SENCO might also be:</p> <ul style="list-style-type: none"> • good at influencing and negotiating with others |
| Personal characteristics | <p>The SENCO should be:</p> <ul style="list-style-type: none"> • knowledgeable and highly competent • flexible • approachable and empathetic • creative and enthusiastic • organised and resourceful • reflective • committed | |