**SENDCO**

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| **Attribute** | **Essential** | **Desirable** | **How identified** |
| Qualifications | * Good honours degree * Qualified Teacher Status | * National Award for Special Educational Needs Coordination * MA / further qualification relating to education or SEND | * Application * References |
| Knowledge and skills | * Outstanding classroom practitioner * Ability to deliver any subject specified in the EHC curriculum * Detailed knowledge of the SEN Code of Practice * Knowledge of current curriculum developments in subject and their implications * Good knowledge and understanding of current educational thinking * Exceptional levels of literacy and the skills to disseminate this knowledge to others * Proven ability to use intervention strategies to raise attainment of learners * Ability to turn vision into reality * Ability to inspire and motivate others * Ability to use data to track and monitor student learning and achievement * Interactive use of IT systems for teaching and learning | * Able to use interactive IT systems for teaching and learning | * Application * References * Interview |
| Experience | * Experience dealing with Special Educational Needs. * Excellent record of student performance in public examinations * Successful experience of Middle Leadership * Proven track record in raising standards and achievement * Record of contribution to extra-curricular activities * Record of contribution to whole school strategies * Evidence of leading highly successful and aspirational Special Educational Needs events |  | * Application * References * Interview |
| Continuous Professional Development | * Evidence of commitment to personal CPD * Ability to lead the development of others within the area of Special Educational Needs |  | * Application |
| Personal Qualities | * A passion for education and making a difference * Excellent communicator * Effective team leader / member * Drive and determination * Ambition * Energy, enthusiasm, sense of humour * The ability to forge effective relationships that aid the progression of the department |  | * Application * References * Interview |