

## Person Specification – SENDCo

	Essential	Desirable	Methods of Assessment
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• QTS</li> <li>• National SENDCo Award/NPQ for SENDCos</li> <li>• Qualified to Degree Level in a relevant subject</li> <li>• Evidence of recent high quality CPD</li> </ul>	<ul style="list-style-type: none"> <li>• DSL/Safeguarding Experience</li> <li>• Other relevant qualifications</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Qualifications</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working in a SENDCo role</li> <li>• Successful experience of handling difficult or sensitive situations</li> </ul>	<ul style="list-style-type: none"> <li>• Confident in use of ICT</li> <li>• Teaching across KS3 and KS4 in including planning, preparation &amp; marking</li> <li>• Experience of working in AP or similar</li> <li>• Experience of working across key stages</li> <li>• Experience of leading a team</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• References</li> <li>• Interview</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Have an in-depth understanding of SEN Code of Conduct, policy and its practical application</li> <li>• Understanding and experience of the EHCP process and the evidence needed.</li> <li>• Good understanding of teaching and learning, curriculum development and assessment across both Primary and AP education.</li> <li>• Familiarity with a range of Special Needs</li> <li>• Have a robust understanding of the principles and priorities</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the different courses that candidates can sit at KS4 including GCSE, Entry Level, BTEC and Nationals</li> <li>• Knowledge of the funding support mechanism for SEN.</li> <li>• Understanding of progress measures and extending pupil performance</li> <li>• Awareness of local area/context</li> <li>• Experience of Pastoral support plans</li> <li>• Understanding of government initiatives to raise achievement</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• References</li> <li>• Interview</li> <li>• Observation</li> </ul>

	of both Primary Education and SEN <ul style="list-style-type: none"> <li>• Working knowledge of relevant policies and procedures</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of restorative approach</li> <li>• Secure knowledge of the KS3 &amp; KS4 Science curriculum</li> </ul>	
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Confident and emotional resilience to deal with challenging behaviour</li> <li>• A good level of physical fitness and the ability to work flexibly</li> <li>• Accurate and fluent written communication skills</li> <li>• Ability to orally communicate effectively with a range of audiences</li> <li>• Effective classroom practitioner</li> <li>• Ability to deploy teaching &amp; learning strategies appropriately to suit the needs of pupils</li> <li>• Evidence of being able to build and sustain effective working relationships with young people, staff, parents/carers and the community</li> <li>• Ability to deploy behaviour management strategies effectively</li> <li>• Excellent time management skills and the ability to meet deadlines</li> </ul>	<ul style="list-style-type: none"> <li>• Proven record as a teacher whose students reach high standards of learning and achievement</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• References</li> <li>• Interview</li> <li>• Observations</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Commitment to inclusion</li> <li>• To motivate and work with others to create a shared culture and positive climate</li> <li>• To undergo an enhanced DBS check</li> </ul>		<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• Observation</li> <li>• References</li> </ul>