**PERSON SPECIFICATION - SENDCo**

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| **AREA** | **ESSENTIAL** | **DESIRABLE** |
| **Qualifications** | NQT/Qualified Teacher status.  Post-graduate qualification in SEND (Eg. Level 5/7 Cert SpLD) | SENDCO qualification |
| **Professional Development** | Committed to own personal development.  Evidence of continuing professional development relating to Special Educational Needs (SEN) and Disability | Government Prevent Training |
| **Experience** | Experience of teaching pupils with a range of special educational needs  Experience of setting outcomes and monitoring, evaluating and recording progress  Experience of monitoring teaching and learning activities to meet the needs of pupils with SEND  Experience of leading a staff  Experience of managing and coordinating the SEND policy  Experience of developing initiatives in collaboration with other staff | Experience of delivering whole school training on SEND related topics |
| **Knowledge** | Knowledge of a range of SEND (including ASD, SLCN and SpLD) and its impact on the learning of children and young people  Understanding of the most effective teaching methods and strategies to meet the identified needs of pupils with SEND  Knowledge and understanding of the school curriculum, including the National Curriculum for pupils aged 11 to 18  Understanding of statutory processes, including the review process for Statements of SEND and Education, Health and Care (EHC) plans  Understanding of SEN legislation and the SEND Code of Practice, 2015  Understanding of factors promoting effective transfer from one phase of education to the next  Understanding of the principles behind school improvement planning, monitoring, review and evaluation of progress |  |
| **Leadership and Management Skills** | Ability to communicate effectively and build good relationships with colleagues, pupils and parents.  Ability to lead and motivate staff and to provide critical support when required  Ability to support all staff in understanding the needs of pupils with SEND and identifying the most effective teaching methods for those pupils  Ability to give and take advice in a sensitive and reflective manner  Ability to address challenging issues with clarity of purpose and diplomacy  Ability to make recommendations and decisions that enable pupils to make the best possible progress  Ability to work effectively under pressure and to plan, prioritise and meet deadlines |  |
| **Personal Qualities** | Commitment to supporting pupils with special educational needs so that they are able to fulfil their potential  Professional integrity  High, realistic expectations  Excellent oral and written communication skills.  Good presentation and ICT skills with the ability to enthuse and motivate others  Ability to work independently, prioritise and manage own workload effectively.  Ability to remain calm under pressure  Enthusiastic, positive and resilient  Sensitivity to the aspirations, needs and self-esteem of others |  |