



SENCO

Person Specification

Our SENCOs will need to have a certain level of experience prior to taking on the role. All qualities are essential to the post unless marked with a 'D' (desirable):

Qualifications, education and training:

- Graduate
- Qualified Teacher Status
- Evidence of a commitment to on-going professional development
- SENCO experience (D)
- SENCO qualification (D)
- Up-to-date DLS training (D)

Experience:

- Strong record of successful teaching at primary level
- Previous experience of working with pupils with SEND in a primary setting
- Experience of successful school leadership
- Proven record of success in terms of improved standards in a leadership role
- Experience in DSL Role (i.e. as a Deputy DSL) (D)
- Experience of liaising with a range of external agencies and professionals (D)
- Experience of teaching across the full primary age range (D)
- Experience of tracking system for pupils with SEND (D)
- Experience of safeguarding system software (e.g. CPOMS) (D)

Skills:

- Ability to analyse school-based data to review impact and inform practice
- Ability to plan appropriate provision for children making effective use of the resources available
- Ability to implement effective SEND systems
- Ability to monitor cost and effectiveness of provision, including interventions and deployment of staff
- Set high standards and consistently model good practice
- Ability to carry out self-evaluation and to use this to inform whole school improvement planning
- Management skills related to finance and resources; people management, including delegation; monitoring and evaluation of performance
- Proven teaching skills, evidenced by measurable impact on pupils' progress and the ability to coach others and share good practice
- Ability to communicate effectively with a range of stakeholders
- Ability to manage challenging conversations and situations with humility
- Ability to build and maintain appropriate professional relationships with colleagues across the Trust and with external agencies
- Strong IT skills to support learning and to carry out administration (including Microsoft 365 and data management systems)
- Ability to work with a team towards common goals

Knowledge:

- An exceptional knowledge of and commitment to the safeguarding and welfare of children
- An understanding of key SEND documentation (including the SEND Code of Practice) and the national SEND agenda
- An understanding of the importance of mission, vision and values underpinning all work and an ability to articulate this
- Knowledge of strategies to support learning, progress and standards across the curriculum
- Knowledge of how ICT can be used to support/enrich learning
- Clear understanding of the role of assessment in the development of learning
- Knowledge of child development
- Knowledge of how intervention strategies can be used effectively to accelerate children's progress

Interpersonal and communication skills:

Ability to communicate effectively, both orally and in writing, to a range of stakeholders across the Trust

Other:

- Leads by example, setting high standards for conduct, attitude and leadership behaviours
- Resilient, determined and relentless in the pursuit of excellence
- Flexibility of approach
- High levels of organisation
- Ability to effectively manage time and resources effectively
- Work well as part of a team
- Ability to share and receive advice
- Ability to challenge and show tenacity
- Ability to maintain a sense of humour, including when under pressure
- Determination to promote a culture that celebrates success and promotes equality