



The Southwater Infant Academy

“Growing, Learning and Succeeding Together”

SENDCo Person Specification

	Essential Criteria	Desirable Criteria	
Qualifications and training	Qualified Teacher Status	Good honours degree (2:1 or higher)	A
		National Award for SEN Co-ordination, or NPQ for SENCOs	A
	Evidence of further professional development	Relevant Safeguarding Lead training	A / L
Knowledge and Experience	Experience of successful teaching across the primary age range	Experience of successful teaching across EYFS and KS1	L / R
	Knowledge of what constitutes Quality First Teaching and an understanding of issues of inclusion in a mainstream primary		L / I
	Experience of effective deployment of staff or resources	Experience of introducing new initiatives and or managing change	L / I
	Recent experience of successfully co-ordinating or leading SEND	Experience or working with external advisors to enhance curriculum delivery and pastoral care for students	L / I
	Manage a team to successfully achieve agreed goals		L / I
	Up to date knowledge of statutory regulations and guidance relating to the post.		L / I
	Develop and deliver effective professional development for staff as appropriate	Knowledge and experience of school improvement planning	L / I
	Knowledge and experience of monitoring, evaluation, and review processes	Experience of using EduKey Provision Map	L / I
	Vision to develop SENDCO role		I
	Have awareness of the Education Health Care Needs Assessment Process		L / I
		Have experience of completing statutory assessments	L / I

		Experience of working with governors / trustees	L / I
Teaching and Learning	Understanding of effective teaching and learning strategies including behaviour for learning		L / I
	Good understanding of best practice and current educational thinking		L / I
	A clear understanding of the essential qualities necessary for improving the quality of learning and teaching.		L / I
	Analyse data to evaluate the performance and achievement of pupil groups, pupil progress and be able to plan appropriate course/s of action for improvement		L / I
Personal Attributes	Ability to motivate, lead and support staff and students		I / R
	Excellent communication and interpersonal skills		L / I
	Ability to analyse problems, reach considered judgments, resolve issues, and delegate effectively		I
	Dynamic nature with innovative ideas and a passion for teaching and learning		I
	Personal organisation and time management skills		I
	The highest levels of personal and professional integrity		L / I
	Ability to motivate self and others		I
	Flexible and able to work under pressure and meet deadlines		I
	Demonstrate a commitment to equalities and safeguarding		L / I

Criteria to be assessed through:

Application (A), Supporting Letter (L), Interview (I) and References (R)