**ST NICHOLAS CE PRIMARY SCHOOL – SENCO PERSON SPECIFICATION**

**Pupils are accepted and loved. They understand their worth and potential as life-long learners and as a child of God.**

**SENCO Person Specification**

The following requirements will be assessed through either the Application Form (AF), during the Interview (I) or references (R).

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|  | **Essential** | **Desirable** |
| **Qualifications** | | |
| Qualified teacher status | AF |  |
| Degree | AF |  |
| Hold the national award for SEN | AF |  |
| Had experience of being a SENCo | AF |  |
| **Experience** | | |
| Successful previous teaching experience in a primary school | AF/I/R |  |
| Carried out SEN reviews | AF/I |  |
| Interpreting data and identifying areas for improvement | I |  |
| Providing training and support in areas related to SEN | AF |  |
| Presenting information to a variety of audiences | I |  |

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| --- | --- | --- |
| **Behaviours** | | |
| Excellent communicator | AF/I/R |  |
| Professional and approachable | AF/I/R |  |
| Ability to problem-solve as part of a team or working alone | AF/I/R |  |
| Confident at following through on tasks and resolving enquiries | AF/I/R |  |
| Proactive | AF/I/R |  |
| Positive attitude | AF/I/R |  |
| Demonstrates resilience | AF/I/R |  |
| Can work collaboratively with others and develop good working  relationships | AF/I/R |  |
| **Skills and Knowledge** | | |
| Sound knowledge of the SEN Code of Practice | AF/I |  |
| Excellent verbal communication skills | I/R |  |
| Excellent written communication skills | AF/R |  |
| Knowledge of National Curriculum and Early Years Framework | AF/I |  |
| Understanding of what makes ‘quality first’ teaching, and of  effective intervention strategies | AF/I |  |
| Ability to adapt teaching to meet the needs of the children | AF |  |
| Excellent planning and organisation skills | I/R |  |
| Ability to influence and negotiate | AF/I/R |  |
| Knowledge of effective behaviour management strategies | I/R |  |
| High degree of attention to detail | AF |  |
| Good ICT skills, particularly ICT to support learning | AF/I |  |
| Experience of using school IT systems e.g. CPOMS | AF |  |
| Ability to chair meetings, maintaining a focus on agenda items  and summarising actions | AF/I |  |
| **Attributes** | | |
| High Expectations for children’s attainment and progress | I |  |
| Committed to own continuing professional development | AF/I |  |
| Committed to putting children’s education first | I |  |