



Person Specification SENDCo

Key: E = Essential, D = Desirable

	E	D
Qualifications & Professional Learning		
Educated to degree level	X	
Qualified Teacher Status	X	
Hold or be prepared to undertake the National SEND Award qualification or NPQ for SENCO	X	
Specialist SEND qualifications/training	X	
Experience of Teaching, SEND and Professional Qualities		
Evidence of being a good/outstanding teacher and practitioner	X	
A strong understanding of the SEND Code of Practice.	X	
A strong understanding on how to plan and evaluate interventions.	X	
Experience of teaching pupils with a wide range of SEND needs within a mainstream primary setting	X	
Experience of using strategies for raising achievement for SEND pupils	X	
Experience of leading teams and supporting teaching and learning by being a role model for the implementation of the Teachers' Standards (DfE).	X	
A strong understanding of data analysis and its use in informing SEND provision planning.	X	
Experience of writing, reviewing and implementing EHCPs, provision maps and support plans		X
Experience of annual reviews and statutory SEND processes		X
Experience of planning and delivering high quality school-based training for teachers and support staff members.	X	
A strong understanding of the statutory framework for education and its impact on SEND/leadership.	X	
A strong understanding and experience of effective engagement with all parents.	X	
Ability to motivate and inspire others with passion and enthusiasm to work collaboratively and be driven by the school ethos.	X	
Knowledge of a range of SEND needs including ASD, SLCN, SEMH, cognition and learning, sensory and physical needs	X	
Up to date knowledge based on research to support OAP / IMP	X	
Leadership and Personal Qualities		
Experience at the middle level of school leadership.	X	
Ability to work with Headteacher and SLT to drive forward the school's ethos for Inclusion	X	
Commitment to the curriculum, values, ethos and vision of Pokesdown Community Primary School	X	
Deep commitment to Inclusive Mainstream Practice and ensuring all children feel welcomed, valued, understood and included	X	

Demonstrate good decision-making skills with an ability to identify and implement solutions to problems.	X	
Committed to the safeguarding and well-being of all pupils and staff members.	X	
Knowledge and understanding of data analysis and the ability to use data to both identify gaps in learning and to set challenging targets.	X	
Ability to prioritise, plan and manage time effectively.	X	
Passionate advocate for pupils with SEND their families and Inclusion	X	
Ability to work collaboratively with therapists and specialist professionals to design and evaluate provision	X	
A clear understanding of leadership commitment and professional integrity.	X	
Ability to lead by example in all situations, particularly during challenging times.	X	
Excellent communication (verbally and written) and interpersonal skills.	X	
Belief in creating a learning environment that promotes positive mental health and wellbeing for all pupils.	X	
Proven ability to work with parents and the wider community.	X	
Excellent time management and organisation skills	X	
Personal Qualities		
High expectations of self, demonstrating reliability, professionalism and integrity.	X	
Dependable, honest, trustworthy, and ability to uphold confidentiality.	X	
Ability to work as both part of a team and independently.	X	
Ability to maintain successful working relationships with other colleagues.	X	
To be a positive role model for the whole school community.	X	
A sense of humour and to be adaptable and flexible	X	
To be able to maintain a good work life balance.	X	