

Person Specification: SENCO

	Essential	Desirable
Qualifications	Qualified Teacher status. National Qualification for SENCo (or a commitment to complete this within 3 years of appointment)	Evidence of continuous INSET with particular reference to Special Educational Needs (SEN).
Experience	The SENCO should have experience of: <ul style="list-style-type: none"> - Teaching at KS2 - Qualified teacher with at least four years experience in the primary sector - Evidence of continuing professional development - Evidence of work with colleagues in primary schools - Experience of working alongside other teachers in development and learning - Experience of setting targets and monitoring, evaluating and recording progress 	In addition, the SENCO might have experience of teaching the whole primary age range dealing with a range of SEN.
Knowledge and Understanding	The SENCO should have knowledge and understanding of: <ul style="list-style-type: none"> - Strategies for meeting SEN in a mixed ability class situation - The SEN Code of Practice and its practical application - The statementing process and the evidence needed - Behaviour management techniques for groups and individuals - Good understanding of curriculum and pedagogical issues related to extending pupil performance and the development of thinking skills - Good understanding of factors promoting effective transfer of learners from one phase of education to the next - Good understanding of the principles behind school improvement including school improvement planning, monitoring, review and evaluation of progress 	In addition the SENCO might have knowledge and understanding of: <ul style="list-style-type: none"> - Using comparative information about attainment - The funding support mechanism for SEN - The roles and responsibilities of educational psychologists and of learning and behaviour support services - Pastoral support plans - An understanding of the broader secondary and primary context and Government initiatives to raise achievement - Good understanding of the principles behind project management including planning, monitoring, review and evaluation progress - Knowledge and understanding to support EAL children
Skills	The SENCO will be able to: <ul style="list-style-type: none"> - Empathise with the difficulties of SEN pupils in accepting the curriculum - Organise and sustain systematic support from a variety of providers for a range of SEN - Manage the co-ordination of teaching assistants in support of SEN pupils - Advise and motivate teaching staff with SEN initiatives - Present clearly a wide range of specialised information to both educationalists and non- 	Confident in the use of information and communication technology. Good influencing and negotiation skills.

	<p>educationalists</p> <ul style="list-style-type: none"> - Make consistent judgements based on careful analysis of available evidence - Excellent classroom practitioner - Good communication skills, both written and oral - Good presentation skills with the ability to enthuse and motivate others - Good organisation skills 	
Personal Characteristics	<ul style="list-style-type: none"> - Willingness to share expertise, skills and knowledge - Sensitivity to the aspirations, needs and self esteem of others - Commitment to team working - Willingness to address challenging issues with clarity of purpose and diplomacy 	