# Person specification: SENDCo

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| criteria | qualities |
| **Qualifications and training** | * Qualified teacher status
* National Award for SEN Co-ordination
* Degree
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| **Experience** | * A broad experience of teaching in at least 2 or more schools
* Experience of working at a whole-school level
* Involvement in self-evaluation and development planning
* Experience of conducting training/leading INSET
* Experience of working in a diverse range of schools
* Experience of completing needs assessments and securing EHCPs
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| **Skills and knowledge** | * Sound knowledge of the SEND Code of Practice
* Understanding of what makes ‘quality first’ teaching, and of effective intervention strategies
* Ability to plan and evaluate interventions
* Data analysis skills, and the ability to use data to inform provision planning
* Effective communication and interpersonal skills
* Ability to build effective working relationships
* Ability to influence and negotiate
* Good record-keeping skills
* Interested in educational research and identifying best practice.
* Understanding of diagnostic tools and assessment to identify need.
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| **Personal qualities** | * Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school
* Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability
* Ability to work under pressure and prioritise effectively
* Commitment to maintaining confidentiality at all times
* Commitment to safeguarding and equality
* Ability to build positive relationships with parents and peers
* Team player
* Flexible, proactive approach to work
* Calm and considered approach
* Sense of humour
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