



PERSON SPECIFICATION – SENDCO		Essential	Desirable
<i>In section 5 of the application form candidates will be asked to write a personal statement to show how they meet the above criteria and give examples of how they demonstrate impact.</i>			
<b>Professional Qualifications</b>	Degree	<b>X</b>	
	Qualified Teacher Status	<b>X</b>	
	Evidence of engagement in continuing professional development, including recent training in SEND.	<b>X</b>	
	Have already completed or commenced the NASENCO; or committed to enrolling upon and completing the NPQ course for SENCOs starting no later than spring 2025.	<b>X</b>	
	Evidence of recent CPD focused on supporting children with ASD/social and communication difficulties		<b>X</b>
	Masters level qualification		<b>X</b>
<b>Experience &amp; Skills</b>	To have a secure understanding of what the expectations are for pupils to achieve by the time they leave primary school across the curriculum.	<b>X</b>	
	A proven track record of achieving positive progress for pupils with SEND.	<b>X</b>	
	A secure understanding of assessment techniques and pupil target setting.	<b>X</b>	
	Experience of using provision mapping software.		<b>X</b>
	Experience of using the BirminghamToolkit to set targets and track progress		<b>X</b>
	Experience of success in improving outcomes for SEND pupils	<b>X</b>	
	To have had experience of and the ability to support other staff in planning to meet the needs of all learners.	<b>X</b>	
	The ability to lead and manage a high performing team to secure high quality teaching, effective use of resources and improved standards of learning and achievement for all pupils across the school.	<b>X</b>	

	Knowledge of current educational issues.	X	
	The ability to promote inclusion and meet the needs of all pupils.	X	
	A commitment to addressing diversity positively.	X	
	An excellent understanding of the development of the curriculum from EYFS to the end of Key Stage 2.	X	
	A commitment to ongoing professional development.	X	
<b>Attributes &amp; Qualities</b>	A thirst for improvement and to achieve the very best for all.	X	
	The ability to build and maintain positive relationships with all stakeholders.	X	
	The ability to communicate effectively, both orally and in writing, with a range of audiences.	X	
	A high personal standard of English and Maths.	X	
	A desire to further develop as a primary leader.	X	
	Able to demonstrate excellent professional behaviours at all times.	X	
	Willingness to contribute fully to the life of the school.	X	
	An approachable and caring personality.	X	
	The ability to inspire and motivate pupils and staff.	X	
	Excellent organisational skills and the ability to prioritise tasks, make decisions and manage time effectively.	X	
	A willingness to ask for advice and support where necessary.	X	
	The ability to perform effectively under pressure and meet deadlines	X	
	The ability to use data effectively in setting targets	X	
<b>Safeguarding</b>	Displays commitment to the protection and safeguarding of children and young people.	X	
	To ability to form and maintain appropriate relationships and personal boundaries with young people.	X	
	Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with and protecting children and young people.	X	