



## **SENCO Person Specification**

Selection decisions will be based on the criteria outlined below. When completing your application documents, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to your work or other relevant experience.

### **Education Qualifications and Training**

- Qualified teacher status
- National Award for SEN
- Record of recent CPD

### **Experience**

- Experience of working in a SENCO role
- Evidence of successful teaching and learning for a minimum of three years
- Experience of effective liaison with a range of outside agencies

### **Safeguarding**

- Demonstrates commitment to the protection and safeguarding of children
- Has up to date safeguarding training

### **Professional qualities**

- Able to support and improve outcomes for a range of diverse special educational needs
- Able to train and support teachers to deliver appropriate interventions to improve outcomes for all
- Able to use performance data to inform provision mapping and planning
- Knowledge of a range and types of interventions available
- Able to manage effectively SEN provision throughout the Early Years and Primary phase
- Knowledge and understanding of current developments and best practice in SEN legislation and all aspects of inclusion and pastoral care.
- Able to lead and manage people to work effectively, both individually and in teams
- Able to promote a welcoming, inclusive and fully supportive learning environment
- Actively commit to upholding high standards of behaviour in line with the school's positive behaviour policy and values.
- Able to communicate sensitively with parents and carers
- Able to reflect, learn from mistakes and employ a growth mindset.

*Together we can...*

*"Soar on wings like eagles, Run and not grow weary, Walk and not be faint." Isaiah 40:31*

## **Personal attributes**

- Willing to uphold and support the Christian ethos of the school
- Ambition, energy, enthusiasm, determination and drive to develop the role of the SENCO at Coombe Bissett CE Primary School
- Commitment to inclusive education and a willingness to respond to the needs of all learners.

***Coombe Bissett CE Primary School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful applicants. We particularly welcome applications from under-represented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.***

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