# Richmond Avenue Primary and Nursery School

# Person Specification for SENCO

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| Criteria | Desirable Qualities | Essential (E) or Desirable (D) |
| **Qualifications** | Qualified teacher status  National Award for SEN Co-ordination  Degree  Further training / experience in SEND | E  E  E  D |
| **Experience** | Teaching experience  Experience of supporting pupils with a range of SEND needs  Experience of working at a whole-school level  Involvement in self-evaluation and development planning  Experience of conducting training/leading INSET | E  E  E  E  E |
| **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 with a range of stakeholders  Good record-keeping skills | E  E  E  D  E  E  E |
| **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  Friendly, personable, good communication Skills | E  E  E  E  E  D |