

Criteria	Essential	Desirable
<u>Qualifications/Training</u>		
Qualified Teacher Status (QTS)	✓	
Qualified SENCO (NASENCO or SENCO NPQ)	✓	
Recent, relevant safeguarding training	✓	
<u>Experience/Knowledge</u>		
Successful teaching experience, with good pedagogical knowledge	✓	
knowledge of the SEND Code of Practice and relevant legislation	✓	
Experience in leading and managing staff/support staff	✓	
Experience of working with parents and a range of external agencies	✓	

Ability to analyse assessment data to inform provision planning and resource allocation	✓	
Previous experience of working as a SENDCO	✓	
An excellent understanding of therapeutic practices	✓	
Understanding of how neurodiversity impacts educational experience as well as peer and family relationships	✓	
The ability to present professional challenge	✓	
<u>Personal Qualities</u>		
Resilience, patience and kindness	✓	
Strong morals and sense of responsibility to the most vulnerable	✓	
Prepared to go above and beyond for high-quality provision and service to staff parents and young people	✓	
Excellent communicator	✓	
Calm in the face of complex situations	✓	