

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

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