



Person Specification

Job Title: SENDCo

Grade: Main Pay Scale / UPS with SENDCo Allowance

Bournville Village Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for the successful applicant.

	ESSENTIAL	DESIRABLE	Method of Assessment*
Qualification	<ul style="list-style-type: none"> Degree and Qualified Teacher status 	<ul style="list-style-type: none"> Degree – linked to education/SEND/child development SEND qualification Masters' Degree 	A
Experience	<ul style="list-style-type: none"> Recent and relevant teaching experience Working with children with SEND across the primary age range 	<ul style="list-style-type: none"> Working with PP and other vulnerable children in a primary setting 	A/I
Knowledge and Skills	<ul style="list-style-type: none"> Good knowledge of the Primary National Curriculum Knowledge and understanding of developments in education research and practice Demonstrate a sound and up-to-date knowledge of the SEND Code of Practice, its application and any other recent local and national developments and legislation. Show that they have a good understanding of the principles behind school improvement, including school improvement planning, monitoring and reviewing progress. Make consistent judgements based on careful analysis of SEND data. 	<ul style="list-style-type: none"> Demonstrate a greater understanding of how pupils with SEND develop. Demonstrate a sound understanding of SEND funding on offer. Support EAL pupils. Improve current skills and demonstrate a willingness to develop further. Experience of behaviour management techniques for groups and individuals with SEND. Present clearly a wide range of specialised information to both educationalists and non-educationalists. 	A/I
Personal Qualities	<ul style="list-style-type: none"> Good interpersonal skills Excellent verbal and written communication skills. Excellent time management and organisational skills. 	<ul style="list-style-type: none"> A commitment to contributing to the wider school community 	A/I/R



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	<ul style="list-style-type: none"> • High expectations of self and professional standards. • The ability to work as both part of a team and independently. • The ability to maintain successful working relationships with other colleagues. • High levels of drive, energy and integrity. • A commitment to equal opportunities and empowering others. • Committed to promoting high quality care of children. • Able to plan and take control of situations. • Capable of handling a demanding workload and successfully prioritising work. • Professionally assertive and clear thinking. 		
Training	<ul style="list-style-type: none"> • Recent and relevant in-service training in current educational practice • A commitment to continuing own professional development 		A/I
Other	<ul style="list-style-type: none"> • Understanding of and commitment to promoting and safeguarding the welfare of pupils • The ability to form and maintain appropriate relationships with children • A commitment to contribute to a culture of co-operation, trust and mutual respect 		A/I/R

References will also be used to support the selection panel's assessment

***METHOD OF ASSESSMENT**

A – Application; I – Interview; P – Presentation; R - References

