



# SENDCO

## Personal Specification

Attributes	Essential	Desirable
Good honours degree	✓	
QTS	✓	
National Award for SEN Coordination, or a willingness to complete it within 2 years of appointment		✓
Specialist qualifications in SEN (including SPLD, SEMH, ASD, ADHD)		✓
Sound knowledge of the SEND Code of Practice	✓	
Understanding of what makes high quality teaching, and of effective intervention strategies	✓	
Ability to plan and evaluate interventions		✓
Ability to articulate and demonstrate characteristics of high quality, effective teaching	✓	
Knowledge and understanding of current and future initiatives in subject area		✓
Experience in supporting teachers to improve teaching practice through personalised support	✓	
Understanding of the learning needs of students and how to plan effectively to meet those needs	✓	
Effective communication and interpersonal skills	✓	
Ability to influence and negotiate	✓	
Ability to enthuse, inspire and motivate students	✓	
Ability to build effective working relationships	✓	
Administrative and organisational skills	✓	
Understanding of the need to consider inclusion, equal opportunities, multicultural education and individual needs in the classroom	✓	
Self-motivated, with the ability to use initiative	✓	
Approachable, caring, flexible and supportive	✓	
Ability to develop good relationships with staff & contribute to and be part of a team	✓	

Commitment to continued professional development	✓	
Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability	✓	
Knowledge and understanding of requirements and responsibilities for safeguarding and promoting the welfare of children and young people	✓	
Ability to form and maintain appropriate relationships with children and young people	✓	
Evidence of appropriate and effective communication with parents	✓	
Ability to work under pressure and prioritise effectively	✓	