



# Person Specification

## SENDCO

PERSON SPECIFICATION: SENDCO, Haynes Lower School

A – Application Form

R – References

AP – Assessment Process (Including Interview)

	<b>Essential Criteria –</b> <i>Candidate will only be shortlisted if they meet all these criteria</i>	How identified	<b>Desirable Criteria</b>	How identified
Qualifications	Qualified Teacher Status	A	Other educational/professional qualifications/evidence of professional development	A
	Degree / PGCE or equivalent	A	Non-educational qualifications e.g. sport, music, first aid	A
		A	SENDCO Qualification	A
Knowledge and Experience	EYFS, KS1, KS2	A, AP	Awareness of the additional opportunities and challenges of working in a village school  EYFS experience and understanding of the EYFS curriculum  Knowledge and understanding of child centred approaches to learning	A, AP
	Secure knowledge of the current National Curriculum expectations and the new revised EYFS Curriculum	A, AP, R	Experience in more than one school	A
	Secure knowledge of the current SEND National picture and White Paper	A, AP, R	Experience in more than one school	
	Knowledge of a range of learning strategies for all groups of pupils, including children with Special Educational Needs, children who receive Pupil Premium funding and more able pupils	A	Experience of successfully preparing children for statutory assessments	A
	Proven ability to plan and teach effectively using a range of strategies	A, AP	Knowledge of pupil tracking and target setting	A
	Excellent knowledge of assessment for learning strategies	A, AP, R	Experience across the Primary age range	A

	<b>Essential Criteria –</b> <i>Candidate will only be shortlisted if they meet all these criteria</i>	How identified	<b>Desirable Criteria</b>	How identified
Professional Skills	Excellent Teacher	A, AP, R	Understanding of strategies to develop links with the local / national community	A
	Ability to work co-operatively as a member of a team and ability to lead a team	A, AP, R	Understanding of relevant policies/code of practice and awareness of current legislation, eg SEND Code of Practice	A, AP
	Confident in using a wide range of ICT to support learning	A, AP, R		
	Willingness to be involved in extracurricular activities	A, AP, R		
Professional Ethos and Commitment	High Expectations for self and others and a strong commitment to raising achievements	A, AP, R		
	Commitment to promote partnerships with Parents / Carers and the wider community	A		
	High expectations of pupil behaviour and strategies to meet the personalised learning and emotional needs of every child	A, AP		
Personal Qualities	Approachable and excellent interpersonal skills	A, AP, R		
	Reflective of own practice and performance	AP		
	High Standards of presentation and professionalism	AP, R		
	Ability to promote and develop positive relationships within and beyond the school	A, AP, R		
	Ability to set and work to deadlines	A, AP, R		
	Resilient. Having the ability to remain positive and retain your sense of humour!	A, AP, R		
	Proven track record of achieving targets – tenaciously ensuring projects are seen through to completion	A, AP, R		
	Ability to innovate and think strategically	A, AP, R		
	Flexible and adaptable	A, AP, R		
	Positive ‘can do’ philosophy, with a passion for teaching and learning	A, AP, R		