



SENDCO PERSON SPECIFICATION

Requirement	Essential	Desirable
Qualifications	<p>Qualified Teacher Status.</p> <p>Working towards National Award for SEND Co-ordination/ NPQ SEND Qualification</p> <p>Recently Qualified SENDCO, but not yet in post</p>	
Experience	<p>Teaching experience across primary or secondary education.</p> <p>Experience of working at a whole-school level.</p> <p>Involvement in self-evaluation and development planning</p> <p>Experience of conducting training/leading INSET</p> <p>Leading and fostering positive professional relationships</p> <p>Understanding of coaching for staff, empowering them to lead the individualised curriculums</p> <p>Working with families and young people with SEND</p>	<p>Placement, or work experience in a specialist provision or base</p>
Skills and knowledge	<p>Sound knowledge of the SEND Code of Practice</p> <p>Understanding of what makes 'quality first' teaching and of effective intervention strategies.</p> <p>Ability to plan and evaluate interventions.</p> <p>Data analysis skills, and the ability to use data to inform provision planning.</p> <p>Effective communication and interpersonal skills.</p> <p>Ability to build effective working relationships with multiple stakeholders</p> <p>Ability to influence and negotiate.</p> <p>Efficient record-keeping skills and understanding of GDPR.</p> <p>Efficient time keeping</p> <p>Be able to prioritise and manage workload</p> <p>Be able to effectively plan and manage individual curriculums and provisions</p> <p>Can effectively support communication via behaviour</p> <p>Can role-model supporting a young person with personal care needs.</p>	



Osborne

Co-operative Academy Trust

Personal qualities	Commitment to getting the best outcomes for pupils and promoting the ethos and values of inclusion Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability Ability to work under pressure and prioritise effectively Commitment to maintaining confidentiality at all times Commitment to safeguarding and equality Willingness to travel between multiple Trust school sites	
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