

SENDCO / Inclusion Leader - Person Specification

	Essential	Desirable
Training and Qualifications	<ul style="list-style-type: none"> ▪ Qualified Teacher Status ▪ Specific qualification in SEND or working towards a qualification 	<ul style="list-style-type: none"> ▪ Additional training in inclusion/SEND
Career Experience	<ul style="list-style-type: none"> ▪ At least 4 years teaching experience across the primary age range and proven ability as an excellent classroom practitioner ▪ Experience in a curriculum or middle leadership role 	<ul style="list-style-type: none"> ▪ Experience of teaching pupils throughout the primary age range including EYFS ▪ Experience of leading/managing SEND ▪ Experience in a senior leadership role ▪ Experience as Designated Teacher for Looked After Children
CPD	<ul style="list-style-type: none"> ▪ Evidence of professional development taken in the last two years relevant to SEND ▪ Experience of leading CPD activities and evidence of supporting colleagues. 	<ul style="list-style-type: none"> ▪ Has provided support for other schools ▪ Designated Safeguarding Lead or Child Protection training ▪ Some form of SEMH CPD e.g. Emotion Coaching/ACES/Trauma-informed practice
Professional knowledge and understanding	<ul style="list-style-type: none"> ▪ Ability to demonstrate high quality and effective classroom practice which ensures good or better progress for all children, without limits ▪ A good understanding of multi-agency working ▪ Have experience of monitoring teaching and learning ▪ Understanding of a range of strategies to raise pupil achievement ▪ Have strong ICT skills ▪ Demonstrate excellent behaviour management skills ▪ Know and be able to share current educational legislation ▪ Have high expectations for all stakeholders and others ▪ Have the ability to be creative and innovative 	<ul style="list-style-type: none"> ▪ Have the ability to use Arbor ▪ Has experienced leading of appraisals ▪ Management of support staff ▪ Has experience of organising and facilitating multi agency meetings ▪ Has an understanding of Bristol LA procedures for SEND and relevant legislation ▪ Has experience of preparing EHC and funding paperwork ▪ Has worked with EAL pupils and understands their needs ▪ Has a knowledge of Diversity, Equity and Inclusion issues

	<ul style="list-style-type: none"> ▪ Have an excellent understanding of medical and mental health issues affecting young people ▪ Have a thorough understanding of safeguarding and child protection 	
Personal Skills and Attributes	<ul style="list-style-type: none"> ▪ Authentic and lead by example and demonstrate what effective classroom practice should be ▪ Organised, meticulous at record-keeping and able to meet deadlines ▪ Commitment to working collaboratively ▪ Empathetic with pupils and parents/carers ▪ Motivational and inspirational to the staff team ▪ Have exceptional written English skills ▪ Friendly, positive and committed to wellbeing in the workplace 	<ul style="list-style-type: none"> ▪ Expertise/skills/involvement in extra-curricular activities.