

Person specification

Criteria	Essential qualities	Desirable qualities
Qualifications and training	Degree Qualified Teacher Status National Award for SEND Co-ordination	Completion of training within trauma informed practice
Experience	Teaching experience: A minimum of 3 years Experience of conducting training/leading INSET Experience of working at a whole-school level Involvement in self-evaluation and development planning Experience of working with and alongside external agencies Experience of conducting training/leading INSET Experience of assessment and tracking of pupil progress data	Working with children affected by trauma Experience of learning and managing a team Demonstrable success in working with Governors and local community
Skills and knowledge	Sound knowledge of the SEND Code of Practice Understanding of what makes 'quality first' teaching, and of effective intervention strategies Ability to plan and evaluate interventions Data analysis skills, and the ability to use data to inform provision planning Effective communication and interpersonal skills Ability to build effective working relationships Ability to influence and negotiate Good record-keeping skills	
Personal qualities	Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school Commitment to equal opportunities and securing good outcomes for pupils with SEND Ability to work under pressure and prioritise effectively Commitment to maintaining confidentiality at all times Commitment to safeguarding and equality Able to work well as part of a team	