

Person Specification – SENDCo with TLR

Qualifications and Training		
Evidence of:		
Qualified Teacher Status	E	
Degree or equivalent	E	
Professional SENDCo qualification, must gain qualification within 3 years of being in post		D
Evidence of professional development	E	
Evidence of professional development relevant to teaching pupils with SEMH	E	
Higher Degree		D
Team Teach qualification		D
Professional Skills and Experience		
Evidence of:		
Teaching Experience	E	
Experience of teaching children at Key Stages 1, 2, 3 or 4	E	
Recent experience of teaching pupils with SEMH either in the special sector of education or in a mainstream setting	E	
Experience of strategic planning and implementation and understanding the school self-review	E	
Evidence of management and leadership of a diverse team		D
Experience of working as a member of a senior team	E	
Experience of working and negotiating with a range of external partners	E	
Successful track record of managing complex projects from inception to completion	E	
Experience of managing complex and difficult behaviours and mental health issues	E	
Experience of leading training of teachers and support staff		D
Experience of setting targets, monitoring, evaluating and recording progress	E	
Ability to demonstrate outstanding teaching and be able to create a positive, challenging and effective learning environment	E	
Knowledge and Personal Skills		
Evidence of:		
Knowledge and understanding of the SEN Code of Conduct and its practical application strategies for meeting the SEN of students in a mixed ability classroom	E	
Knowledge of behaviour management techniques for groups and individuals	E	
Knowledge and understanding of the statementing/EHCP process and the evidence needed	E	
Fully ICT literate	E	
A clear and effective communicator	E	
Good team player	E	
Ability to investigate, solve problems and make decisions	E	
Have presence, empathy, energy, integrity and enthusiasm	E	
Ability to be imaginative, creative and innovative	E	
Resilient and able to work under pressure and assertive	E	
Have good planning and organising skills, manage own workloads and hold others to account to meet deadlines	E	
Ability to drive a minibus		D

Essential (E), must have

Desirable (D), should have