

The Lilypad SEND Unit Lead

Person Specification

CRITERIA	QUALITIES
Qualifications and Training	<ul style="list-style-type: none"> Qualified Teacher Status (QTS) National Professional Qualification (NPQ) for SENCOs or National Award for Special Educational Needs Coordination (NASENCo) Other qualifications relevant to the role
Experience	<ul style="list-style-type: none"> Successful teaching experience across EYFS and Primary age range with minimum 6 years' experience Experience of working at a whole-school level Experience of working with children with a range of complex SEND, including managing challenging behaviours Involvement in self-evaluation and development planning Experience of conducting training/leading INSET Experience of leading and managing a team of teachers, support staff and other professionals Experience of working with parents and external professionals Experience of monitoring teaching, learning and assessment for pupils with SEND
Skills and knowledge	<ul style="list-style-type: none"> Thorough knowledge of the SEND Code of Practice Understanding of the EYFS, and National Primary Curriculum and other relevant curricula Understanding of what makes Quality First Teaching and of effective intervention strategies Knowledge of challenges facing education and SEND provision Ability to plan and evaluate interventions and deliver high quality teaching in the setting Data analysis skills and the ability to use data effectively to inform provision planning Effective communication Excellent interpersonal skills with the ability to respond sensitively to others Strong organisational skills and the ability to build effective positive working relationships Ability to influence and negotiate Ability and confidence to work with external agencies collaboratively as a leader and member of a team and in different partnerships with parents, governors and outside agencies Ability to act upon advice and guidance Able to use ICT to effectively support learning and administration Good record-keeping skills
Personal qualities	<ul style="list-style-type: none"> High expectations for self and others and a strong commitment to getting the best outcomes for pupils and promoting the ethos and values of the school Commitment to inclusive education, 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 Being adaptable, reflective, resilient, and open to feedback A calm, positive, and proactive approach