



SEND Lead Person Specification



| | Essential | Desirable |
|--------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Qualifications | Qualified Teacher Status (QTS) Commitment to complete the NASENCo qualification | NASENCo qualification already completed |
| Experience | Significant experience of teaching in a primary setting Experience of working with pupils with SEND across a range of needs Experience of supporting or leading aspects of SEND provision in a school Experience of working with parents and external agencies Understanding of EHCP processes and statutory requirements | Previous leadership experience (e.g. subject lead, phase lead, inclusion role) Experience of leading change or system development Experience of working in schools with high SEND proportions |
| Knowledge | Strong knowledge of the SEND Code of Practice Understanding of the graduated response and adaptive teaching Awareness of inclusive pedagogy and barriers to learning Understanding of how to use data to inform provision and improvement | |
| Skills | Strategic thinking with the ability to translate vision into practice Ability to influence, coach, and support staff effectively Strong organisational skills and attention to detail Clear and empathetic communication with staff, parents, and pupils Ability to establish clear, efficient systems and processes Commitment to inclusion and high expectations for all pupils | |
| Personal Qualities | Passionate about improving outcomes for pupils with SEND Resilient and solution-focused Collaborative team player Reflective and committed to continuous improvement | |
| Other | Willingness to contribute to wider school life and ethos | |

