

First Federation Trust

Person specification

Post: SENDCo

First Federation Trust are dedicated to appointing the best possible candidate for the position of SENDCO.

The successful candidate will have the ability to motivate and inspire those that they work with, break through the barriers of expectations and harness all opportunities to create an ethos of success and achievement for all.

The SENDCO will work hard to ensure that an appropriate curriculum and highest quality teaching ensure excellent outcomes for SEND learners.

	Essential	Desirable	Evidenced in
Education and professional qualifications			
Qualified teacher status	x		Application
NASEN qualification		X	Application
Evidence of continuous professional development	x		Application
Evidence of leading others	x		Application/Interview
Experience			
Significant teaching experience	x		Application/Interview
Experience as a SENDCo	x		Application/Interview
Experience teaching within a primary setting	x		Application/Interview
Experience of teaching pupils with SEND needs	x		Application/ Interview
Experience of leading a diverse team		x	Application/ Interview/References
Experience of working with a range of external partners/agencies	x		Application/ Interview
Experience of managing complex and difficult behaviours.	x		Application/Interview
Experiences of dealing with challenging and sensitive situations		x	Application/ Interview/ References
Knowledge and skills			
Knowledge and understanding of the statutory requirements of legislation concerning Safeguarding, Equal Opportunities, Health and Safety and SEND	x		Application/Interview

AN understanding of the expectations of the Ofsted framework regarding effective learning and teaching	x		Interview/Application
An understanding of curriculum and pedagogical issues and research findings	x		Application/Interview
Understanding of the theory and practice of providing effectively for the individual needs of all children	x		Application/Interview
Knowledge and understanding of the SEN Code of Practice and its practical strategies for meeting the SEND needs of students in a mixed ability classroom	x		Application/Interview
Knowledge of behaviour management techniques for groups and individuals	x		Application/Interview
Knowledge of effective teaching and learning	x		Application/Interview
Experience of applying data analysis to inform decisions about provision	x		Application/Interview
Knowledge and understanding of the EHCP process and the evidence needed		x	Application/Interview
Knowledge and understanding of the role of external services that support the provision for SEND learners within schools		x	Application/Interview
Ability to demonstrate effective teaching and to create a positive, challenging and effective learning environment	x		Application/Interview
Knowledge of relational and trauma-informed approaches		x	Application/Interview
Experience of working with pupils and their families in a sensitive and positive way	X		Interview
An understanding of the principles behind school improvement, including school improvement planning, monitoring, and reviewing processes		x	Interview
A proven ability to work sensitively and effectively with colleagues to help them to improve their everyday classroom practice	x		Interview
Personal attributes			
Resilience, the ability to work under pressure and be able to meet deadlines.	x		Application/Interview /References

Proven ability to think both strategically and creatively to prioritise.	x		Application/Interview /References
Excellent inter-personal skills	x		Application/Interview /References
Excellent communication skills (written, oral and presentation)	x		Application/Interview
A commitment to safeguarding and promoting the welfare of children and young people	x		References
Ability to work collaboratively and creatively.	x		Application/Interview/References
Demonstrate professional, honest and loyal work practices.	x		Application/Interview /References
Ability to make and justify difficult decisions	x		Application/Interview
Commitment to reintegrating the learners at the resource base into their mainstream settings.	x		Application/Interview /References
Commitment to the learners in the resource base, their learning, well-being and safety	x		Application/Interview
Committed to equality	x		Application/Interview
Able to build and maintain successful and purposeful relationships with a range of stakeholders.	x		Application/Interview /References