

Person Specification: SENCo

	Essential	Desirable
Qualifications	Qualified Teacher Status	National Award for Special Educational Needs Coordination/NPQ for SENCos
Experience	<ul style="list-style-type: none"> - At least 12 months' experience of being a SENCo in a primary school - Qualified teacher with at least four years' experience in the primary sector - Evidence of continuing professional development - Evidence of work with colleagues in primary schools - Experience of training and supporting other teachers - Experience of setting targets and monitoring, evaluating and recording progress 	<ul style="list-style-type: none"> - Experience of teaching across the primary range - Experience of reporting to governors - Managing Teaching Assistants through appraisal processes - Deploying Teaching Assistants and evaluating their impact on standards
Knowledge and understanding	<ul style="list-style-type: none"> - The SEN Code of Conduct and its practical application - SEN assessment processes including requesting an EHCNA - Behaviour management techniques for groups and individuals - Good understanding of curriculum and pedagogical issues related to improving teaching and learning - Good understanding of factors promoting effective transfer of learners from one phase of education to the next - Good understanding of the principles behind school improvement including school improvement planning and monitoring - Knowledge of effective provision and interventions 	<ul style="list-style-type: none"> - The funding support mechanism for SEND - The roles and responsibilities of educational psychologists and of learning and behaviour support services - Pastoral support plans - Good understanding of the principles behind successful implementation - Knowledge and understanding to support EAL children - Role of Early Help Assessments / Team Around the Family
Skills	<ul style="list-style-type: none"> - Make consistent judgements based on careful analysis of available evidence - Excellent classroom practitioner - Good communication skills, both written and oral 	<ul style="list-style-type: none"> - Data analysis

	<ul style="list-style-type: none"> - Good presentation skills with the ability to enthuse and motivate others - Good organisation skills 	
Personal characteristics	<ul style="list-style-type: none"> - Willingness to share expertise, skills and knowledge - Sensitivity to the aspirations, needs and wellbeing of others - Commitment to team working - Willingness to address challenging issues with clarity of purpose and diplomacy 	

Wychwood CE Primary School is committed to safeguarding and promoting the welfare of our children. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable applicants.

Wychwood requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred.