

<b>Stockham Primary School Person Specification: SENDCo</b>		
	Essential/Desirable	Method of Assessment
<b>Qualifications</b>		
Qualified Teacher Status E Application Form	E	Application Form
National Award for SEN Co-Ordination and/or other	E	Application Form, References
<b>Professional experience</b>		
Successful experience of teaching in more than one	D	Application Form, Interview, References
An understanding of current initiatives that relate to our provision for children with SEND	E	Application Form
Experience of leading in SEND, including the identification of pupil needs, monitoring and evaluating pupil achievement	E	Application Form, Interview, References
Experience of working in a socially and culturally diverse school community	E	Application Form, References
Experience as part of leadership team	D	Application Form, Interview, References
<b>Knowledge, skills and abilities</b>		
A sound understanding of SEND Code of practice and its implications	E	Application Form, Interview, References
Ability to implement strategies for raising achievement for pupils with SEND	E	Application Form, Interview, References
Ability to work co-operatively and collaboratively as a leader and team member	E	Application Form, Interview, References
Ability to contribute to the delivery of professional development programmes	E	Application Form, Interview, References
Ability to organise and manage workload and meet deadlines	E	Application Form, Interview, References
Confidence, clarity and decisiveness in making and carrying out decisions	E	Application Form, Interview
Ability to be self-directed, motivated and work as part of a committed team of colleagues	E	Application Form, Interview, References
Good written and oral communication skills	E	Application Form, Interview
<b>Ability to Lead</b>		
Clear vision for the future of education for children with SEND and able to think strategically to identify opportunities for future developments and improvements	E	Application Form, Interview, References
Excellent mentoring, motivational and coaching skills	E	Application Form, Interview, References
Ability to use data effectively to review performance, track achievement, plan interventions and ensure that every student achieves their best	E	Application Form, Interview, References

<b>Personal Qualities</b>		
High expectations for self and others and a strong commitment to raising achievements	E	Application Form, Interview
Flexibility, sensitivity and tact	E	Application Form, Interview
Enthusiastic and determined	E	Application Form, Interview
Committed to safeguarding and child protection	E	Application Form, Interview
Committed to meeting the learning and emotional needs of every child	E	Application Form, Interview
Commitment to ongoing professional development	E	Application Form, Interview
Committed to community cohesion and social inclusion	E	Application Form, Interview inclusion

### **Commitment to safeguarding**

Stockham Primary School is committed to safeguarding and safer recruitment practice Enhanced DBS clearance will be applied for and required for this position as well as Right to Work in UK evidence and a Fit to Work certificate. The school follow the safer recruitment guidance and references will be requested prior to interview. The school is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

### **Commitment to Equal Opportunities**

Stockham Primary School recognises the benefit of having a diverse workforce. Stockham Primary School values the contributions from all staff from a wide range of different backgrounds and actively seeks to promote an environment that is free from discrimination and harassment and at the same time supports fair promotion and cultural acceptance. Under the provision of the Equality Act 2010 Stockham Primary School welcomes applications from everyone and operates a recruitment process which is fair and does not discriminate against or disadvantage anyone because of their age, disability, gender reassignment status, marriage or civil partnership status, pregnancy or maternity, race or nationality, religion or belief, sex, or sexual orientation.

This role is UK- based and your right to work will need to be established as part of the appointment process.

Dec 24