



## Richmond Avenue Primary and Nursery School

### Person Specification for SENCO

<b>Criteria</b>	<b>Desirable Qualities</b>	<b>Essential (E) or Desirable (D)</b>
<b>Qualifications</b>	Qualified teacher status National Award for SEN Co-ordination Degree Further training / experience in SEND	E E E D
<b>Experience</b>	Teaching experience Experience of supporting pupils with a range of SEND needs Experience of working at a whole-school level Involvement in self-evaluation and development planning Experience of conducting training/leading INSET	E E E E E
<b>Skills and knowledge</b>	Sound knowledge of the SEND Code of Practice Understanding of what makes 'quality first' teaching, and of effective intervention strategies Ability to plan and evaluate interventions Data analysis skills, and the ability to use data to inform provision planning Effective communication and interpersonal skills Ability to build effective working relationships with a range of stakeholders Good record-keeping skills	E E E D E E E
<b>Personal qualities</b>	Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability Ability to work under pressure and prioritise effectively	E E E



	Commitment to maintaining confidentiality at all times	E
	Commitment to safeguarding and equality	E
	Friendly, personable, good communication Skills	D