



Our Lady of Walsingham CMAT

SENDo

Person Specification

		Essential/Desirable	Where assessed
Qualifications and Education			
1	Educated to degree level	E	A/C
2	Qualified Teacher Status (QTS)	E	A/C
3	National Award for Special Educational Needs Coordinator	E	A/C
4	Professional development tailored to middle leadership e.g. National Professional Qualification	D	A/C
Experience and Knowledge			
5	Experience of working as a SENDCO in an education environment	E	A, I, R
6	Experience of leading staff successfully, including holding staff to account	D	A, I, R
7	Successful experience as a teacher able to provide evidence of successful outcomes in terms of student progress and attainment	E	A, I, R
8	Experience of developing departmental wide	E	A, I, R



	strategies to raise attainment and improve progress		
9	Experience of successful contribution towards school self-evaluation	D	A, I, R
10	Experience of identifying, monitoring, evaluating and providing effective strategies for students with SEND	E	A, I, R
11	Knowledge and understanding of the SEND Code of Practice	E	A, I, R
12	Up to date knowledge and understanding of pedagogical and curriculum strategies	E	A, I, R
13	Awareness of current best practice in SEND and the ability to demonstrate this to others	E	A, I, R
14	Ability to develop strategies for raising the achievement of students with SEND	E	A, I, R
15	Ability to analyse data to track and monitor student learning and achievement	E	A, I, R
Skills			
16	Excellent communication skills and the ability to develop strong	E	A, I, R



	professional relationships		
17	Ability to organise work, prioritise tasks, make decision and manage time effectively	E	A, I, R
18	Able to delegate effectively and manage the performance of others	E	A, I, R
Personal Attributes			
19	A commitment to safeguarding and promoting the welfare of children and young people	E	A, I, R
20	Flexible and able to use own initiative	E	A, I, R
21	Commitment to promoting the ethos and values of the Trust	E	A,I,R
22	Able to secure the trust and confidence of staff, Governors, and external organisations	E	A, I, R
23	Personal integrity and a commitment to fairness and equality	E	A, I, R
24	Demonstrable leadership qualities and the ability to gain confidence and professional respect from team members	E	A, I, R