

Winsor Primary School

Person Specification: SENCo

	Essential	Desirable
Qualifications	<p>Qualified Teacher Status A commitment to further professional development.</p>	<p>Evidence of own professional development in the field of SEN and or inclusion. National Award for SENCOs.</p>
Experience	<p>The SENCo will have experience of:</p> <ul style="list-style-type: none"> - Successful class teaching in Primary phase. - Planning for a range of children with SEN/G&T, including - writing and reviewing of support plans - Working effectively with outside agencies to support children in own class with SEN. -To have at least 3 years experience in a mainstream classroom delivering outstanding provision 	<p>In addition to the Class Teacher specification, the SENCo might have experience of:</p> <ul style="list-style-type: none"> -Experience of working with external agencies and professionals. -Holding Support Plan meetings with parents -Seeking the support / advice of external professionals. -Attending Annual Reviews -Contributing to the school's Provision Map.
Knowledge and understanding	<p>The SENCo should have knowledge and understanding of:</p> <ul style="list-style-type: none"> - The new SEN code of practice - Provision Mapping - Interventions - Knowledge of the curriculum and quality first teaching - Knowledge of specific group and individual programmes 	<p>In addition to the Class Teacher specification, the SENCo might also have knowledge and understanding of:</p> <ul style="list-style-type: none"> - The range of SEN support available to Newham schools and Newham's Local Offer - The assessment and referral processes in Newham <ul style="list-style-type: none"> - Knowledge of how to support children with specific learning difficulties and their families
Skills	<p>The SENCo will be able to:</p> <ul style="list-style-type: none"> - Support colleagues in meeting the wide ranging needs of SEN and G&T children. - Seek and take advice from external agencies. - Manage his/ her time effectively. - Work collaboratively with others in meeting the needs of a range of groups. - Analyse and interpret data regarding the progress of SEN pupils. <ul style="list-style-type: none"> - Monitor and evaluate the effectiveness of interventions 	<p>In addition to the Class Teacher specification, the SENCo might also be able to:</p> <ul style="list-style-type: none"> - Complete a Provision Map for the school. - Liaise with parents and other stakeholders
Personal characteristics	<p>The SENCo will be</p> <ul style="list-style-type: none"> - Extremely well organised. - Passionate about inclusion - Confident in approaching external agencies - Able to motivate self and others. - Stay calm under pressure. - Have excellent communication skills with a range of adults. - Self motivated 	