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| **Areas of Assessment** | **Essential** | **Desirable** | **Method of Assessment** |
| **1. Qualifications** | * Degree * Qualified teacher status * Completed or commenced the National Award in SEN Co-ordination or NPQ for SENCos * Evidence of continuing professional development | * Recent and relevant INSET | * Application form * Documentation |
| **2. Experience** | * At least 4 years experience teaching across the primary age range * Experience leading an area at whole school level * Experience of conducting training/ leading INSET * Experience of meeting the needs of children with additional needs * Curriculum planning, implementation and assessment across the curriculum * Effective involvement with parents | * Experience of working as a SENCO | * Application form * Interview |
| **3. Skills and Abilities** | * 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 * Ability to influence and negotiate * Good record-keeping skills * Able to create a stimulating and challenging learning environment * Able to promote positive behaviour in line with our therapeutic approach and provide advice to colleagues * Ability to form good relationships with parents and carers * Able to lead and manage difficult conversations * To be flexible and able to adapt to change * Able to meet deadlines and manage time efficiently * Able to manage priorities and work independently |  | * Application form * Interview |
| **4. Knowledge** | * Sound knowledge of the SEND Code of Practice * Understanding of what makes ‘quality first’ teaching, and of effective intervention strategies * Understanding of what is available through the Local Offer * Secure knowledge of primary curriculum * Able to use Assessment for Learning effectively * Commitment to be proactive in own professional development |  | * Application form * Interview |
| **5. Suitability to work with Children** | * Has up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of children and young people * Displays commitment to the protection and safeguarding of children and young people * Has completed Level 1 safeguarding training |  | * Application form * Interview |
| **6. Community Involvement** | * Supportive of our Christian values of Love, Respect, Forgiveness, Hope, Courage, Trust (teachers of all faiths are very welcome) * Willing to be involved in and to support our wider community events | * Experience of working in partnership with community groups | * Application form * Interview |