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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
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| **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
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| **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
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| **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
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| **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
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| **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
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