**Morice Town SENDCo Personal Specification**

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|  | **Essential Criteria** | **Desirable Criteria** |
| **Qualifications** | Qualified Teacher status.Willingness to undertake the National Award for SEN Co-ordination with 3 years | Hold the National Award for SEN Co-ordination and/or other specialist qualifications  |
| **Knowledge and Experience** | Successful experience of teaching across the primary age rangeAn understanding of current initiatives that relate to our provision for children with SEND. Committed to providing excellent provision for all pupils and achieving high standards of pupil progressExperience in leading in SEND, including identification of pupil needs, monitoring and evaluating pupil achievementProven ability in leading staff teams / school improvement projects and measuring progress | A teacher with a record of consistently successful classroom practiceExperience as part of a leadership teamExperience of managing a budgetGood working knowledge of the Plymouth Offer and which agencies to contact to secure additional support |
| **Professional Skills and Abilities** | Ability to implement strategies for raising achievement for pupils with SEND.Confidence, clarity and decisiveness in making and carrying out decisionsAbility to coach, support and demonstrate to staff high quality SEND practice | Ability to work cooperatively and collaboratively as a leader and team memberExcellent people skills; motivating, inspiring, and challenging adults Outstanding communicator; building trust and confidence with parents and staffExperience in managing support staff Experience of leading and supporting CPD |
| **Professional Ethos and Commitment** | A commitment to the values and ethos of our schoolA sound understanding of SEND Code of practice and its implicationsA strong commitment to meet the learning and emotional needs of every childA commitment to safeguarding and child protectionHigh expectations for self and others and a strong commitment to raising achievementsAwareness and willingness to be involved in partnerships that support school and agencies | Willingness to become involved in all aspects of school life e.g. after school clubs / community |
| **Personal****Qualities** | An innate ability to demonstrate a caring and nurturing attitude whilst maintaining professional boundariesExcellent interpersonal skills, resilience and tact when dealing with pupils, staff and parentsAbility to set and work to deadlinesAbility to remain positive in challenging situations and retain a sense of humour Be committed to own personal development, whole school development and the raising of standards An up to date knowledge of educational reforms and researchA commitment to develop personal qualities and professional qualifications |  |