

Person Specification

Job Title: Trust Regional SENDCo		
	Essential	Desirable
Education and Training		
NASENCO qualification or NPQ for SENCO	✓	
Degree Qualification	✓	
Qualified Teacher Status (QTS)	✓	
Additional qualifications in SEND leadership or inclusion		✓
Level 7 Certificate in Testing for Exam Access Arrangements		✓
Professional Experience		
Experience as an “Outstanding” Primary Teacher	✓	
Significant experience as a SENDCo in at least one school setting	✓	
A good working knowledge of SEN Policy and the SEND Code of Practice	✓	
Proven track record of managing EHCP processes and liaising with Local Authorities.	✓	
Experience across both primary and secondary phases		✓
Experience in supporting SENDCos beyond your own school		✓
Knowledge and Skills		
In-depth understanding of the SEND Code of Practice and statutory requirements	✓	
Strong organisational and time-management skills	✓	
Ability to analyse data and use it to inform practice	✓	
Excellent communication and interpersonal skills for working with staff, parents, and external agencies	✓	
Skilled in conflict resolution and problem-solving	✓	
Personal Attributes		
Commitment to inclusion and improving outcomes for vulnerable learners	✓	
Ability and commitment to work flexibly across multiple schools – own transport preferable	✓	
Resilience and adaptability in a dynamic educational environment	✓	
Collaborative and solution-focused approach	✓	