

THE POST: Assistant Headteacher (Head of Inclusion)

PERSON SPECIFICATION

QUALIFICATIONS	ESSENTIAL	DESIRABLE
Good Honours degree	Y	
Qualified teacher status	Y	
National professional qualification (NPQ) for SENCOs, or a willingness to complete it within 3 years of appointment	Y	
EXPERIENCE		
At least 5 years teaching experience in 11-18 education, including working with students with SEN	Y	
Significant middle or senior leadership experience	Y	
Experience of leading a team	Y	
Experience of delivering training and/or leading INSET	Y	
Involvement in self-evaluation and development planning	Y	
Experience of working with external agencies	Y	
Experience of leading provision for EAL students		Y
KNOWLEDGE AND SKILLS		
In-depth knowledge of the SEN Code of Practice, Equality Act and inclusive practice	Y	
Well-developed knowledge of safeguarding	Y	
Understanding of whole-school issues	Y	
Understanding of the national landscape for education - including SEND, behaviour, attendance and wellbeing	Y	
PERSONAL QUALITIES		
Lead by example, inspire trust, gain respect and motivate other people	Y	
Commitment to equal opportunities and securing the very best outcomes for pupils with SEND	Y	
Think critically and creatively and to solve problems	Y	
Well-developed data analysis skills and the ability to use data to inform provision planning	Y	
Build effective working relationships	Y	
High levels of optimism and ambition for students and staff	Y	
Drive, energy and a capacity for hard work	Y	
Thoroughness, accuracy and attention to detail	Y	
Strong written communication and presentation skills		
A sense of humour and perspective	Y	
Commitment to your own professional development	Y	
The potential for further promotion in the future		Y