



Director of Inclusion (SENDCO)

Person specification

Criteria	Essential	Desirable
Education, Training and Qualifications	• Degree or Equivalent • Qualified teacher status • Evidence of and commitment to continuing professional development	• National SENDCO Award • Post-Graduate qualification with Special Education Needs focus
Experience and Knowledge	• Experience of successfully improving outcomes for students with special educational needs (EHCP and Support) to being in line/above national average for progress. • Previous experience as SENDCO or Assistant SENDCO • Successful teaching experience with experience of teaching across the age and ability range • At least 3 years teaching experience in an urban setting • Proven track record of pastoral management • Evaluating practice and embedding a process of continuous improvement • Evidence of developing others • Experience of curriculum development • Experience of developing assessment • Experience of carrying out quality assurance • Experience of devising and implementing strategies to improve student progress • Excellent subject knowledge and understanding of subject specific pedagogy	• Experience in a similar, secondary setting
Abilities and Aptitudes	• Ability to develop teaching and learning standards in others • Ability to interpret data and use it to inform planning / intervention • Demonstratable ability to manage the process of change effectively • Demonstratable ability to motivate, develop and inspire staff and to encourage student and parental involvement	

	• Ability to work with students to ensure their views and opinions are heard	
Educational Values	• Supportive of Sunbury Manor School's ethos and values as a community comprehensive school • Commitment to inclusive education and belief that all students can succeed • A commitment to promoting equity, removing barriers to learning and improving outcomes for vulnerable learners.	
Personal Attributes	• Resilience, the ability to work under pressure and be able to meet deadlines • Demonstratable experience in role modelling all standards of behaviour • Ability to think strategically, creatively and to prioritise • A willingness to contribute to the wider life of the school • Excellent communication skills (including written, oral and presentation skills) • Excellent interpersonal skills • Secure record of good attendance and punctuality • A commitment to the school's vision, values, aims and objectives • A genuine commitment to improving outcomes for all students and to overcoming the challenges presented in education • Optimistic and positive • A strong commitment to advocacy and improving life chances for vulnerable children and young people.	• Ambitious with a clear Professional Development Plan