



THE LEARNING PARTNERSHIP

## Trust Central Team

### PERSON SPECIFICATION

<b>JOB TITLE</b>	Director of Inclusion	<b>GRADE</b>	L28 - 32
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ATTRIBUTES	DESCRIPTION	DESIRABLE/ESSENTIAL
<b>Qualifications</b>	Qualified Teacher Status	E
	NASENCO or NPQ SENDCO	E
	Evidence of continued professional development in Inclusion	E
	Relevant management qualification either NPQH/NPQEL or equivalent or a MA (Ed) or equivalent	D
<b>Knowledge and Experience</b>	Successful and substantial experience in educational leadership at Headteacher level or above, including applicants who have held a senior trust leadership position with delegated responsibility for trust-wide leadership and strategic oversight of schools.	E
	Proven track record of leading on SEND, PP and other elements of inclusion	E
	Experience analysing data, demonstrating impact of implemented strategies to support inclusion education	E
	Experience supporting staff development, coaching, or training	E
	Deep understanding of the SEND code of Practice (2015) and Equality Act 2010	E
	Experience working collaboratively with external agencies, parents/carers, and professionals	E
	Experience preparing for inspections or quality assurance reviews, ensuring a thorough knowledge of the Ofsted 2025 Framework regarding Inclusion	E
	Knowledge of EBSA, SEMH, and early identification strategies	E
	Experience writing policies, action plans, and self-evaluation documents	E
	Experience of working across both primary and secondary phases	D

	Experience of Trust Wide improvement work or cross phase leadership	D
<b>Skills and Experience</b>	Excellent leadership and organisational skills	
	Strong written and verbal communication skills	E
	Ability to build positive professional relationships with staff, pupils, families, and agencies	E
	Ability to analyse data and identify priorities for improvement	E
	Ability to manage sensitive safeguarding matters professionally and confidentially	E
	Ability to influence, motivate, and support others	E
<b>Personal Qualities</b>	Relish accountability and take personal responsibility for own actions	E
	Excellent critical thinking skills and intellectual curiosity and rigor	E
	Work flexibly and with emotional resilience, highly approachable, very grounded and make sensible judgements, even when under pressure	E
	High expectations for and belief in bringing out the best in all	E
	Commitment to upholding and promoting the ethos and values of the Trust	E
	Outgoing and assertive personality, a cheerful yet firm ambassador for the Trust	E
	Commitment to safeguarding and promoting the welfare of children and young people	E
<b>Other</b>	A full driving licence is required for this role due to the need to travel between sites. We are committed to equality of opportunity and will consider reasonable adjustments for applicants with disabilities in accordance with the Equality Act 2010.	E

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Notwithstanding the detail in this job description, the jobholder will undertake such work as may be determined as necessary by the Trust.