

Person Specification

Title:	Inclusion Lead with SEND	Grade:	M1 – M6 plus SEN Allowance
Department:	Education	Reports to:	Head Teacher
Specification		Essential	Desirable
Professional qualifications			
Qualified teacher status		*	
Good honours degree		*	
Evidence of recent continuing professional development		*	
National Award for SEN		*	
Teaching competencies and experiences			
An outstanding classroom practitioner with a thorough understanding for what is necessary for high-quality teaching and learning		*	
Able to secure excellent outcomes for all pupils		*	
Experience of supporting pupils with a range of SEND, including SEMH, ASD, SAL		*	
Understanding of the role and impact of assessment in pupil’s’ learning		*	
Successful experience of monitoring, evaluating and improving the quality of teaching and learning for SEN students.		*	
Experience of supporting pupils with English as an additional language		*	
Have the ability to plan and evaluate interventions		*	
Effective ICT skills		*	
Confident knowledge of appropriate behaviour management strategies.		*	
Have an up to date understanding of the National Curriculum.		*	
An excellent understanding of the statutory requirements of legislation regarding Equal Opportunities, Health and Safety, SEND and Child Protection (KCSiE).		*	
Knowledge of the relevant legislation – in particular the SEND Code of Practice and Pupil Premium, equal opportunities and disability discrimination legislation and how these apply to pupils with EHCPs, as well as those without.		*	
Knowledge of effective strategies to include and meet the needs of PP, EAL, SEMH and SEND pupils.		*	
Have experience of line managing other staff			*
Have experience of leading training for school staff		*	
Have the ability to collect, analyse and use data on pupils’ progress and performance to raise standards, using appropriate systems including ICT		*	
Knowledge and experience of instructional coaching			*

Have previous experience of teaching in Key Stage 1, 2 and EYFS	*	
Confidence to lead meetings and represent the school whenever necessary	*	
Experience of successfully leading and managing change		*
Understanding of Zones of Regulation	*	
Personal qualities		
Be approachable, caring and demonstrate empathy.	*	
Have a commitment to pupil's entitlement to rich educational experiences	*	
Have the ability to manage time well and work under pressure to deadlines	*	
Have the ability to provide clear educational vision and direction and lead by example	*	
Able to develop professional relationships with all staff to lead change collaboratively	*	
A commitment to all areas of school life including extra-curricular and enrichment activities	*	
Have a commitment to maintaining confidentiality at all times	*	
Have an interest in and commitment to professional self-development.	*	
Ability to inspire and motivate all stakeholders	*	
Have the ability to develop positive, trusting relationships with pupils and adults	*	
Ability to set and achieve challenging targets for the school, teachers and pupils	*	
Commitment to promoting and achieving excellence	*	
Able to liaise effectively with all Stakeholders	*	
Commitment to promoting school improvement and raising standards	*	
Enthusiastic and energetic	*	
Self-motivated	*	
Willing to try new things and go the extra mile for all our pupils	*	
Prepared to seek help where necessary.	*	
Ability to articulate personal development needs	*	
Clear commitment to inclusion and collaborative activities.	*	
Good written and oral communication skills	*	
Leadership specific qualities		
Evidence of working in collaboration with other staff members and organisations to champion best practice and secure excellent achievements and improved academic and social outcomes for all pupils.	*	
Willingness to harness the findings of well evidenced research to challenge traditional educational practices to achieve excellence and improved pupil outcomes.	*	
Ability to develop sustainable Continuing Professional Development (CPD) opportunities to embed school improvement	*	
To commit to the school's visions, aims and ethos	*	
To develop and encourage parents' involvement in their child's education	*	
Willingness to work with the Multi Academy Trust across all schools	*	

Behaviour, Safety and Welfare		
Be able to demonstrate excellent safeguarding knowledge and practice	*	
Knowledge of a range of effective behaviour management strategies, and the ability to support colleagues to implement such strategies	*	
Safeguarding		
Have knowledge and understanding and commitment to safeguarding and promoting the welfare of pupils	*	
Able to form and maintain appropriate relationships and personal boundaries with pupils	*	