

## Person Specification

<b>Title:</b>	Assistant Head Teacher - Inclusion Lead with SEND responsibilities	<b>Grade:</b>	L1- L6
<b>Department:</b>	Education	<b>Reports to:</b>	Head Teacher
<b>Specification</b>		<b>Essential</b>	<b>Desirable</b>
<b>Professional qualifications</b>			
Qualified teacher status		*	
Good honours degree		*	
Evidence of recent continuing professional development		*	
Leadership qualifications			*
National Award for SEN		*	
<b>Teaching competencies and experiences</b>			
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 creating, motivating and leading a team		*	
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		*	
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).		*	
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		*	

Assistant Head Teacher - Inclusion Lead with SEND Responsibilities

A confident manager who is able to lead meetings and represent the school whenever necessary	*	
Experience of successfully leading and managing change		*
Understanding of Zones of Regulation	*	
Experience of dealing with HR issues		*
<b>Personal qualities</b>		
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	*	
<b>Leadership specific qualities</b>		
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.	*	

Assistant Head Teacher - Inclusion Lead with SEND Responsibilities

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	*	
<b>Behaviour, Safety and Welfare</b>		
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	*	
<b>Safeguarding</b>		
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	*	