

Person Specification – Assistant Headteacher (Inclusion Lead)

Herne View Church of England Primary School

Specifics	Essential	Desirable	Part of interview process
Qualifications and Training	❖ Qualified teacher status ❖ National Award for SEN ❖ Record of recent CPD		Certificates Application form
Experience	❖ Experience of working in a SENCO role ❖ Evidence of successful teaching and learning for a minimum of three years ❖ Experience of being on SLT ❖ Experience of effective liaison with a range of outside agencies ❖ Experience of working at a whole-school level ❖ Involvement in self-evaluation and development planning ❖ Experience of conducting training/leading INSET ❖ Experience of observing colleagues and providing feedback (or have the aptitude to develop this skill alongside the SLT) ❖ Experience of working collaboratively with parents/carers to reach desired outcomes	❖ Experience of working across the key stages in the primary school range	Application form Interview process References
Knowledge and Skills	❖ Understanding of what makes 'quality first' teaching, and of effective intervention strategies		Application form Interview process References

	❖ Able to support and improve outcomes for a range of diverse special educational needs ❖ Able to train and support teachers and support staff to deliver appropriate interventions to improve outcomes for all ❖ Ability to plan and evaluate interventions ❖ Able to use performance data to inform provision mapping and planning ❖ Knowledge of a range and types of interventions available ❖ Able to manage effectively SEN provision throughout the school ❖ Knowledge and understanding of current developments and best practice in SEN legislation and all aspects of inclusion and pastoral care. ❖ Able to lead and manage people to work effectively, both individually and in teams ❖ Able to promote a welcoming, inclusive and fully supportive learning environment ❖ Ability to influence and negotiate ❖ Actively commit to upholding high standards of behaviour in line with the school's positive behaviour policy and values. ❖ Able to communicate sensitively with parents and carers ❖ Able to reflect, learn from mistakes		
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	❖ Demonstrates commitment to the protection and safeguarding of children ❖ Has up to date safeguarding training		
Personal Qualities	❖ Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school ❖ Willing to uphold and support the Christian ethos of the school ❖ Ambition, energy, enthusiasm, determination and drive to develop the role ❖ Commitment to inclusive education and a willingness to respond to the needs of all learners ❖ Ability to work under pressure and prioritise effectively ❖ Commitment to maintaining confidentiality at all times ❖ Commitment to safeguarding and equality ❖ Commitment to working with parents/carers, establishing good, supportive relationships		Application form Interview process References