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| **Assistant Head teacher (AHT) with responsibility for Inclusion and Safeguarding (DSL) - Person Specification** | **Essential= E Desirable=D** | **E** | **D** |
| **Qualifications & Training**   * Qualified teacher status in the UK with at least 5 years’ experience * NASENCO qualification, or desire and commitment to undertake this * Commitment to ongoing research into teaching and learning and school improvement | | **√**  **√** | **√** |
| **Leadership Experience and Skills**   * Successful classroom teacher with proven leadership of impacting positively for SEND * Knowledge of strategies to support and improve standards of quality first teaching * Experience of Identifying, providing, monitoring and evaluating teaching strategies for students with known barriers to learning * Leadership in raising standards of learning and teaching in one or more key stages * The ability to challenge, influence and motivate others * Strong analytical skills and an ability to interpret both quantitative and qualitative data * Excellent interpersonal and communication skills, both written and spoken * Excellent time management and organisational skills * Leads by example with positivity and enthusiasm * Experience and understanding of the need to hold others to account * Ability to work independently, take initiative and manage change * At least five years varied teaching experience, preferably in more than one school and more than one key stage * Experience of working with 'hard to reach parents/carers' * Experience of working with a range of outside agencies * Confident user of ICT and school based systems * Experience of multi-agency working | | **√**  **√**  **√**  **√**  **√**  **√**  **√**  **√**  **√**  **√**  **√**  **√** | **√**  **√**  **√**  **√** |
| **Experience**   * Experience of having led and managed a team of people * Substantial and successful experience of leadership, within a SEN team or subject leadership * Knowledge of the range and type of interventions available and be able to apply these appropriately in the context of the school's resources and the individual child * Experience of having led, or significantly contributed to, whole- school initiative/s | | **√**  **√**  **√** | **√** |
| **Professional values and Personal Qualities**   * Knowledge of relevant legislation and the new code of practice * Thorough grasp of current educational issues, in relation to SEND and this post | |  | **√**  **√** |
| **Professional values and Personal Qualities**   * Has a clear commitment to fully inclusive education with high expectations of everyone * Commitment to improving outcomes for children – aspiring to strive for excellence, for all * Commitment to the personal welfare and safeguarding of all children * A desire to continue to learn and develop within the professional role * Passionate about supporting, motivating and inspiring learners and their families * Ability to lead, motivate, support and positively influence others * A strategic thinker who is creative and imaginative * Stable and supportive with stamina, energy, confidence and emotional intelligence * Shows consistency of judgement and high integrity * Excellent time management skills and an ability to prioritise and complete tasks * Resilient, positive and calm – uses networks to seek advice and support | | √  √  √  √  √  √  √  √  √  √  √ |  |