

**ASSISTANT HEAD TEACHER AND INCLUSION LEAD
PERSON SPECIFICATION**

JOB TITLE:	Assistant Head Teacher and Inclusion Lead
RESPONSIBLE TO:	Head Teacher
HOURS OF WORK:	Full time and Permanent
SALARY:	L1 – L5 dependant on experience.

	Essential	Desirable
EDUCATION AND QUALIFICATIONS		
Honours degree or equivalent	✓	
Qualified teacher status	✓	
National Award for Special Educational Needs Coordination	✓	
Evidence of commitment to continuing professional development	✓	
Designated Safeguard Lead training		✓
PROFESSIONAL EXPERIENCE AND KNOWLEDGE		
Evidence of understanding of effective practice in all primary stages		✓
Experience working as a successful SENCo	✓	
Experience of working in a setting with high levels of SEND		✓
Successful teaching and curriculum experience, demonstrating effective teaching consistently over time	✓	
A sound understanding of the SEND code of practice	✓	
Recent and relevant leadership experience	✓	
Knowledge of primary principles and practice	✓	
A strong commitment to developing strategies to meet the personalised learning and emotional needs of every child	✓	
Successful experience of raising standards for all with measurable outcomes	✓	
Experience of working in collaboration other educational bodies and the wider community to develop positive relationships		✓
Evidence of highly developed performance management skills	✓	
Evidence of working effectively with a network of schools		✓

Experience of intervention programmes to support children with a range of needs	✓	
Understanding of quality in learning and teaching and how to achieve excellence	✓	
Knowledge of key considerations in effective management and deployment of people and other resources	✓	
In-depth knowledge and experience of Child Protection and Safeguarding procedures	✓	
Experience of leading performance management and appraisal		✓
Responsibility for leading a core and/or foundation subject through policy development and developing curriculum schemes	✓	
Experience of Forest School or outdoor learning		✓
SKILLS AND PERSONAL ATTRIBUTES		
Ability to lead change sensitively and effectively	✓	
Ability to communicate effectively orally and in writing to a range of audiences	✓	
Ability to plan for a range of needs combined with a clear view of the next steps in a pupil's learning	✓	
Ability to think creatively and responsively in order to solve problems and prioritise workload	✓	
Ability to formulate a vision and strategy for the school and secure commitment to it from others	✓	
Ability to drive for improvements and challenging underperformance	✓	
A thorough understanding of the Ofsted framework		✓
Experience of working collaboratively with an established and committed team	✓	
Ability to meet deadlines, manage responsibility independently and work under pressure	✓	
Enthusiastic, creative and energetic practice using positive behaviour strategies to bring out the best in everyone	✓	

