# Person Specification – AHT Inclusion 2021

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| criteria | qualities | Essential | Desirable |
| **Qualifications  and training** | * Qualified teacher status * Evidence of professional development relative to this post | Y  Y |  |
| **Experience** | * Teaching experience of a minimum of 5 years * Experience of leadership and participation in the formulation and implementation of whole school policies. * Participation in decision making as part of a management team. * Experience of monitoring teaching and learning and commitment to continual school improvement * Experience of working in diverse communities * Experience of working at a whole-school level and across phases * Involvement in self-evaluation and development planning * Experience of conducting training/leading INSET * Experience of managing teams | Y  Y  Y  Y  Y | Y  Y  Y  Y  Y  Y  Y |
| **Skills and knowledge** | * Sound knowledge of Inclusion * Understanding of what makes ‘quality first’ teaching, and of effective intervention strategies * Ability to plan and evaluate interventions * Data analysis skills, and the ability to use data to inform provision planning * Effective communication and interpersonal skills * Ability to build effective working relationships * Ability to influence and negotiate * Good record-keeping skills | Y  Y  Y  Y  Y  Y  Y | Y |
| **Personal qualities** | * Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school * Commitment to equal opportunities and securing good outcomes for all pupils * Ability to work under pressure and prioritise effectively * Commitment to maintaining confidentiality at all times * Commitment to safeguarding and equality | Y  Y  Y  Y  Y |  |