



Assistant Head Teacher with responsibility for Inclusion - Person Specification

	Essential	Desirable
Qualifications and training	<p>The successful candidate will:</p> <ul style="list-style-type: none"> • Have qualified teacher status. • Have a degree in a relevant subject. • Have evidence of undergoing sufficient safeguarding and child protection training. • Have successfully completed the National Award for SEN Co-ordination qualification. 	<p>Post – graduate qualification e.g. Master’s degree.</p> <p>Be a trained first aider/have a first aid certificate.</p>
Experience	<p>The successful candidate will have experience of:</p> <ul style="list-style-type: none"> • At least two years in a leadership and management role within a school environment, demonstrating a sound knowledge of the SEN Code of Practice and its application. • Leading, monitoring and reviewing curriculum areas across a key stage. • Working effectively with vulnerable pupils. • Creating and implementing PEPs for LAC and safeguarding procedures in schools. • Liaising with a range of agencies and professionals to support pupils, as well as working closely with the LA. • Working effectively with parents to safeguard pupils. • Multi-agency liaison for three years. • Working with and caring for pupils with SEND. 	<p>Leading or effectively contributing to child protection cases.</p> <p>Working in line with expectations in the Ofsted framework regarding effective learning and teaching.</p>
Knowledge and skills	<p>The successful candidate will be able to:</p> <ul style="list-style-type: none"> • Demonstrate a greater understanding of how pupils with SEND develop. • Show an understanding of relevant legislation and educational developments. • Demonstrate a sound understanding of SEND funding on offer. • Demonstrate different teaching methods and how teaching should be adapted to cater for pupils’ different needs. 	<p>Support EAL pupils.</p> <p>Improve current skills and demonstrate a willingness to develop further.</p> <p>Have contacts with relevant external agencies.</p>

	<ul style="list-style-type: none"> • Demonstrate effective intervention strategies to improve their quality of teaching and learning. • Demonstrate a sound knowledge of 'Keeping Children Safe in Education'. • Demonstrate an ability to work with pupils and their families in a sensitive and positive way. • Demonstrate a sound knowledge of the SEND Code of Practice and its application. • Evidence that they have experience of behaviour management techniques for groups and individuals with SEND. • Show that they have a good understanding of the principles behind school improvement, including school improvement planning, monitoring and reviewing progress. • Make consistent judgements based on careful analysis of SEND data. • Present clearly a wide range of specialised information to both educationalists and non-educationalists. • Demonstrate a proven ability to work sensitively and effectively with colleagues to help them to improve their everyday classroom practice. 	
Personal qualities	<p>The successful candidate will have:</p> <ul style="list-style-type: none"> • A good attendance and punctuality record. • Excellent time management and organisation skills. • High self-expectations and consistently demonstrate high professional standards. • A commitment to CPD. • The ability to maintain positive working relations with colleagues. • The ability to plan and resource effective interventions to meet curricular objectives. • A calm and caring nature. • Excellent verbal and written communication skills. • The ability to work as both part of a team and independently. • A commitment to equal opportunities and empowering others. 	