

Person Specification: Assistant Head - Inclusion

Candidates will be assessed against the criteria set out below:

- When applying for this role, candidates should write a personal statement referring to all areas marked as (AF), illustrating how they meet the criteria and giving examples to demonstrate the impact of their actions.
- If a candidate is shortlisted, the other elements of the person specification marked as (I) will be assessed at interview.

QUALIFICATIONS:

1. Qualified Teacher Status (AF)
2. Recent relevant professional development linked to the job description (AF/I)

EXPERIENCE:

3. Proven successful teaching experience within a primary school which engages and accelerates the progress of all children, including those with additional needs (AF/I)
4. Significant experience of leading a subject or whole school initiative which has impacted on outcomes for children with a range of additional needs (AF/I)
5. Successful experience of developing staff which has led to a sustained improvement in the quality of teaching and learning (AF/I)
6. Working experience of multi-agency working which has led to improved outcomes for vulnerable children (AF/I)

PROFESSIONAL KNOWLEDGE:

7. Knowledge and understanding of current research, theory and practice in inclusive education (AF/I)
8. Up to date knowledge and understanding of statutory guidance and regulations relating to Special Educational Needs & Disability, Safeguarding, Equal Opportunities and Health and Safety (AF/I)

PROFESSIONAL SKILLS:

9. Excellent teaching skills with a strong understanding of differentiation (I)
10. Excellent communication skills, both oral and written, including through the use of ICT (AF/I)
11. Ability to actively contribute to the ethos and values of the school in everyday practice (I)
12. The ability to support, motivate and inspire children, staff and parents and lead a team towards agreed goals (I)
13. The skills to support the professional development of staff, including coaching and mentoring as appropriate and delivering INSET (AF/I)
14. Ability to promote, develop and maintain positive relationships with children, staff, parents, carers, governors and outside agencies and work collaboratively with them (AF/I)
15. Ability to analyse data and to plan and evaluate an appropriate course of action for improvement (I)

PERSONAL ATTRIBUTES:

16. High aspirations for self and others (I)
17. Resilience and determination (I)
18. Reflective, pro-active and committed to collaborative working and ongoing professional development (AF/I)
19. Empathetic with a good sense of humour! (I)

Key: Application form (AF); Interview (I)