

THE MINSTER SCHOOLS



POST: Assistant Head for Inclusion

PERSON SPECIFICATION

Personal Skills and Attributes	
Caring, nurturing and positive disposition	Essential
Highly organised, reliable and well presented	Essential
Able to enrich the culture and climate of our school	Essential
Aspirational for others and yourself	Essential
Able to seek and act on advice and support	Essential
Able to demonstrate resilience, and willing to face new challenges with enthusiasm and optimism	Essential
Ability to work independently and on own initiative; take responsibility for own professional development	Essential
Supportive of the Christian ethos and values of the school	Essential
Committed to contributing to and enhancing a strong partnership with our Parish Church	Essential
Able to resolve conflict effectively and sensitively	Essential
Qualifications and Experience	
DFE recognised Qualified Teacher Status, and recent and relevant CPD	Essential
Record of outstanding classroom practice with at least 4 years teaching experience	Essential
Hold the NASENCO or NPQ SEND qualification or be studying or willing to enrol on the course for the NPQ SEND	Essential
Experience teaching in more than one phase	Desirable
Evidence of Senior Leadership, leading and maintaining a whole school initiative linked to school improvement	Desirable
Evidence of successful curriculum leadership and involvement in school improvement planning	Desirable
Experience of leading a core curriculum area	Desirable
Proven track record of raising standards and meeting challenging targets	Essential
Experience of child protection/safeguarding with up to date training or willingness to undertake training	Essential
Abilities and Skills	
Ability to communicate effectively with all members of the Academy community and partnership schools	Essential
Experience of leading staff and parent meetings	Desirable
Ability to lead and manage an effective team, challenging and developing staff and pupils	Essential
Effective behaviour management skills; able to coach others to develop their skills in this area	Essential
Ability to lead, motivate and inspire others and to promote a positive school ethos	Essential
Ability to accurately assess quality of teaching and learning, identify targets and support teacher development.	Essential
Ability to identify and implement successful inclusion strategies for all children	Essential
Ability to plan, organise and prioritise work in order to meet deadlines	Essential
Ability to use a range of technology effectively	Desirable
Knowledge and Understanding	
Knowledge of SEND Code of Practice	Essential
Able to analyse, interpret and respond to performance data, identifying areas for improvement	Essential
Have knowledge of governance practice	Essential
Excellent understanding of curriculum and pedagogical issues, including recent developments within the primary phase	Essential
Understanding of relevant primary frameworks	Essential
Understanding of innovative and creative strategies that enable children to make excellent progress	Essential
Thorough understanding of and commitment to equality of opportunity	Essential
Knowledge of safeguarding and child protection issues	Essential