

Budmouth Academy Weymouth
Person Specification
Director of Inclusion & SEND

Qualities and Attributes	Essential	Desirable	Source of Evidence
Qualified Teacher Status and Degree	✓		A/I
Experience of teaching across the 11-18 age range	✓		A
Have a successful and strong track record in Inclusion with SENCO in a secondary setting	✓		A
Excellent teaching and learning practice	✓		A
SENCO qualification	✓		A/I
Specialist Knowledge			
Has an understanding of current educational issues	✓		I
Has strategies for raising standards in Secondary Education		✓	A/I
Can use monitoring strategies to inform intervention and lead to positive learning outcomes	✓		A/I
Ability to demonstrate a shared vision which inspires and motivates staff and other members of the school community	✓		A/I
Leadership and Management			
Shows awareness of whole school issues	✓		I
Has the ability to translate vision into practice		✓	I
Has the ability to lead the development of new ways of thinking about learning and teaching		✓	A/I/R
General and Personal Qualities			
Has good oral and written communication skills	✓		I
Ability to work under pressure and meet professional deadlines	✓		A/I
Has the ability to work with a range of partners both within the school and beyond in the wider community		✓	A/I
Able to develop and maintain good relationships with students, staff, parents/carers and the wider community	✓		A/I
Demonstrates the ability to drive projects forward and successfully completes projects		✓	I/R
Has the potential for further advancement		✓	I/R
Ability to work collaboratively with the Leadership team.	✓		A/R
Personal Characteristics			
Commitment to excellence	✓		I
Impact and influence		✓	I/R
Personal conviction	✓		I/R
Initiative		✓	I/R
Analytical thinking	✓		I
Team worker	✓		I
Challenges and supports	✓		I
Respect for others	✓		I
Resilience and determination	✓		!

(A= APPLICATION FORM I = INTERVIEW R= REFERENCE)