PERSON SPECIFICATION

Director of SEND

William Hulme's Grammar School
The best in everyone™
Part of United Learning

	Essential	Desirable	Method of Assessment
Education			
a) Degree	✓		Application/Certificates
b) Qualified Teacher Status	✓		Application/Certificates
c) National Award for SEN Coordination	✓		Application/Certificates
d) Evidence of relevant further study, particularly in relation to education or subject specialism		✓	Application/Certificates
e) Research into SEND issues and policy		✓	Application
f) Evidence of appropriate professional development	✓		Application/Certificates
Experience			
a) At least four years' teaching experience	✓		Application/Interview
b) Experience of and commitment to teaching in an inclusive school		✓	Application/Interview
c) Teaching experience in more than one school		✓	Application
d) Successful leadership and management experience at Middle Leadership/Management level	✓		Application/Interview
e) Experience of working with students and parents from a wide range of backgrounds		✓	Application/Interview
Knowledge, Skills and Abilities			
a) Shows a clear and detailed understanding of what will be involved in addressing the key tasks in the job profile	✓		Application/Interview
b) Knowledge of current education policy and legal issues relating to schools and governance for SEND students	✓		Application/Interview
c) Knowledge and understanding of safeguarding issues	✓		Application/Interview
d) Proven success of planning and managing arrangements for the teaching of pupils with special educational needs in order to achieve high standards and raise achievement		✓	Application/Interview
e) Ability to devise, implement and evaluate systems and procedures for monitoring pupil achievement		✓	Application/Interview
f) Ability to contribute to and lead improvement and development in SEND learning and teaching on a whole school level	✓		Application/Interview
g) Experience of leading a team of people such as a subject department team or similar	✓		Application/Interview
h) Excellent curriculum knowledge, and experience of curriculum innovation	✓		Application/Interview
i) Commitment to the use of Information and Communications Technology for teaching and administration purposes	✓		Application/Interview
j) Clear understanding of the role of Middle Leadership in implementing and evaluating policy	✓		Application/Interview

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k) Proven experience of monitoring the performance of staff and pupils	✓		Application/Interview
Deployment of Resources			
a) Experience of departmental financial planning and budget management	✓		Application/Interview
Personal Qualities			
a) Enthusiasm for the job and a desire to work with children with SEN	✓		Application/Interview
b) Committed to setting and maintaining high standards for staff and pupils	✓		Interview
c) Committed to education principles which are inclusive of all pupils	✓		Interview
d) Ability to organise, plan and prioritise time effectively	✓		Interview
e) Ability to work in partnership with pupils, parents, staff and governors	✓		Interview
f) Excellent interpersonal and communication skills	✓		Interview
g) Has a presence which inspires confidence	✓		Application/Interview
h) Willingness to engage with pupils out of school hours through enrichment activities, extra-curricular activities, sport, outdoor pursuits, and so on		✓	Application/Interview

Date of Issue: September 2021