

Person Specification

Job Title: GLF Inclusion Lead		
	Essential	Desirable
Education and Training		
Degree Qualification	√	
Qualified Teacher Status (QTS)	√	
NASENCO qualification	√	
Evidence of Continuous Professional Development	√	
Higher degree or additional professional qualification in one or more of the following: <ul style="list-style-type: none"> • Speech, language and communication needs • Neurodiversity / Autism / ADHD • Literacy difficulties / Specific Learning difficulties • Access Arrangements Assessor • English as an Additional Language 		√
Evidence of undertaking related research projects		√
NPQH		√

Professional Experience		
Recent and relevant experience of leading improvement across several schools	√	
Experience preparing schools for Ofsted inspections, as well as detailed knowledge of the inspection framework and practices	√	
Working with schools' senior leaders to monitor and evaluate the academic performance, leadership and management of their schools	√	
Professional development by actively engaging with and seeking out areas for improvement	√	
Creating, developing and monitoring policy	√	
Promoting, monitoring and evaluating outstanding inclusive provision and the highest levels of achievement	√	
Experience of teaching, leading or establishing Enhanced Learning Provision, Resource-base, In-School Support Unit provision or experience in a specialist education setting.		√
Successful track record in supporting schools in challenging circumstances, causing concern or needing to improve rapidly	√	
Experience of effective project management to plan and implement change	√	
The effective management of people and resources, including use of the school's notional SEN budget and Top Up Funding and best practice in financial and employment matters	√	
Developing and maintaining strong relationships and partnerships with the governors, students, parents, external agencies including LA Inclusion services and other stakeholders	√	

Knowledge and Skills

In-depth knowledge of the key legal frameworks relating to the inclusion	√	
Knowledge of international and national trends that could impact upon the trust's capacity with regards inclusive provision.		√
Inspires, challenges, motivates and empowers individuals and teams to carry the Trust's vision and strategy forward	√	
A passion for excellence with a strong commitment to school improvement and raising achievement for all	√	
Excellent organisational and good project management skills, able to meet tight deadlines	√	
An understanding of how financial and resource management enables school to achieve its educational priorities	√	
Advanced analysis and communication skills – interprets complex information and explains key elements in simple terms	√	
Strategic development skills – able to build and communicate coherent plans and implements change as necessary	√	
Recognises and deals effectively with poor performance	√	
Models the values and vision of GLF Schools and leads by example	√	
Excellent oral and written communication skills - communicates effectively with a range of audiences, selecting the most effective means of communication for the subject and audience.	√	
The ability to build effective working relationships and networks both within and outside the Trust	√	
The ability to promote and market GLF's schools		√

Personal Attributes		
Passion for education, enthusiasm for innovation	√	
Self- motivated and well organised	√	
Resilient, tenacious, persistent and optimistic in all circumstances	√	
Work effectively under pressure	√	
Commitment and dedication to social justice, equality and excellence.	√	
Ability to think strategically and develop a vision for the longer-term future of GLF Schools	√	
Ability to relate to colleagues at all levels, inspiring trust and confidence	√	
Inspires respect	√	
Innovative and solution focused	√	
Willing to ask questions and to seek support or guidance when needed.	√	
Organised, proactive and committed to teamwork	√	
Reflective and emotionally intelligent	√	
Inspires confidence	√	
Decisive with sound judgement	√	

Demonstrates professionalism and integrity	√	
Accept accountability for decisions and their impact upon GLF Schools	√	
Values diversity and contribution of all Stakeholders	√	
Committed to the professional development of self and others	√	
The ability to form and maintain appropriate relationships and personal boundaries with children and young people in line with the GLF Schools Safeguarding and Child Protection Policy and the GLF Schools Staff Code of Conduct	√	

Other		
Holds current driving license and car, insured for business travel	√	
A willingness to travel independently between schools across the region	√	

Safeguarding		
<p>GLF Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under- represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.</p>		