

## PERSON SPECIFICATION

**JOB TITLE:** INCLUSION AND BARRIERS TO LEARNING LEAD

**GRADE:** MPS/UPS + TLR 2.2 + SEN

**Method of Assessment:** AF = Application Form I = Interview PT = Practical Test LO = Lesson Observation

<u>CRITERIA</u>	<u>ESSENTIAL</u>	<u>Method of Assessment</u>
<b>EXPERIENCE (Relevant work &amp; other experience)</b>	Successful classroom teaching experience with evidence of high-quality practice	AF/PT LO/AF/I
	Experience of identifying and addressing barriers to learning	AF/I
	Experience working with pupils with SEND and/or vulnerable learners	AF/I
	Experience producing clear, factual written reports or evidence for external audiences	AF/I
	Knowledge & Understanding	AF/I
	Secure understanding of the SEND Code of Practice	AF/I
	Understanding of statutory responsibilities for Looked After Children	AF/I
	Knowledge of SEND Tribunal processes and evidence expectations	AF/I
	Understanding of preparation for adulthood and work-related learning pathways	AF/I
<b>SKILLS &amp; ABILITIES (E.g. Written communication skills, dealing with the public)</b>	Ability to maintain high-quality teaching alongside leadership responsibilities	AF/PT/I
	Strong analytical and organisational skills	AF/I
	Ability to present balanced, evidence-based written and oral information	I
	Effective communication with staff, families and external professionals	AF/PT

<b>DESIRABLE CRITERIA</b>	<p>Experience attending or supporting SEND Tribunals</p> <p>Experience as Designated Teacher for Looked After Children</p> <p>Experience coordinating work experience or preparation for adulthood programmes</p> <p>Previous middle-leadership responsibility</p>	AF/I
<b>PERSONAL ATTRIBUTES</b>	<p>Professional integrity and sound judgement</p> <p>Resilience and ability to manage high-pressure, high-stakes responsibilities</p> <p>Commitment to inclusion, equity and improvement</p> <p>Collaborative leadership approach</p>	AF/I
<b>EDUCATION/QUALIFICATIONS</b> <b>(N.B. Full regard must be paid to overseas qualifications)</b>	<p>Qualified Teacher Status.</p> <p><b>(Certificates required at interview)</b></p>	AF
Safeguarding	<p>Enhanced DBS is essential.</p> <p><i>This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement of the role.</i></p>	DBS check will be undertaken

**ALL STAFF ARE EXPECTED TO BE COMMITTED TO THE SCHOOL'S EQUAL OPPORTUNITIES POLICY**