

NORTH HEATH COMMUNITY PRIMARY SCHOOL
Person Specification: Inclusion Lead (0.8 or Full-Time)



Attributes	Criteria
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) • Degree or equivalent • NASENCO or NPQ for SENCOs • DSL Training
Professional Experience	<ul style="list-style-type: none"> • Experience as a SENCO in a mainstream primary school • Experience of working with external agencies, including liaison with Social Services • Demonstrated ability to lead, motivate and develop staff • Experience using assessment and data analysis to raise standards • Experience in monitoring, evaluation and review processes that have led to measureable improvements • Experience of being an innovator and champion for new ideas and approaches
Knowledge and Understanding	<ul style="list-style-type: none"> • Strong, up-to-date understanding of the SEND Code of Practice • Knowledge of Pupil Premium funding and how to plan, monitor and evaluate its provision • Awareness of local and national developments which may impact on policy/practice • Knowledge and understanding about the importance of effective internal and external transitions • Understanding of Quality First Teaching and effective intervention strategies • Strong knowledge of effective teaching, learning and assessment approaches • Knowledge of the target setting process and how this leads to improved standards • Appreciation of the importance of strong partnerships with parents and carers • Knowledge of a range of interventions and how to match these to individual need • Ability to analyse data to drive whole-school improvement
Skills	<ul style="list-style-type: none"> • Ability to embrace and encourage innovation • Ability to work independently and collaboratively, leading by example • Strong organisational skills with the ability to prioritise and meet deadlines • Clear, confident communication skills tailored to a range of audiences • Ability to influence, negotiate and build positive relationships • Strong administrative and record-keeping skills
Personal Qualities and Values	<ul style="list-style-type: none"> • A commitment to inclusive education and achieving the best outcomes for pupils with SEND • Be calm and focused with a resolution-focused approach • Ability to motivate, support and inspire pupils, staff and our wider school community • Effective communication and interpersonal skills • Commitment to confidentiality and professional integrity • Commitment to safeguarding, equality and the welfare of children • Positive, resilient, reflective and adaptable, with a sense of humour and optimism
Continuing Professional Development	<ul style="list-style-type: none"> • Evidence of sustained commitment to professional development • Recent participation in professional development and willingness to undertake further training where required
References	<ul style="list-style-type: none"> • Strong professional references confirming suitability for the role • Enhanced DBS disclosure • Satisfactory attendance record