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| **Specification**  | **Essential** |
| **Qualifications** | * Good first degree or equivalent academic qualification
* Qualified teacher status
* Have gained or be working towards the National qualification for SENCOs or other appropriate experience/qualifications
* DSL training
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| **Experience** | * Leading on curriculum initiatives to raise standards
* Successful leadership of whole school initiatives (core subject areas would be ideal)
* Effective practices in the promotion and achievement of raising attainment
* Proven record of tracking and monitoring student progress and implementing effective intervention strategies
* Experience of inter-agency work
* Experience in working with EAL, SEN and G&T children
* Experience as a mentor, coach or performance management team leader Evidence of on-going professional development
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| **Knowledge and understanding** | * Proven track record as a successful teaching practitioner within a whole class setting
* Experience of successful leadership and management within a school or other educational setting
* Ability to provide professional leadership and management of a staff team and contribute to the work of other teams to secure high quality teaching
* Knowledge of relevant legislation - in particular of the SEN Code of Practice, equal opportunities and disability discrimination legislation and how these apply to pupils with Statements as well as those without
* Knowledge of the range and type of interventions available and be able to apply these appropriately in the context of the School's resources and the individual child
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| **Personal Qualities** | * A commitment to child-centred education
* Ability to relate well to children and adults
* Drive, sense of purpose, commitment and perseverance
* Ability to inspire, challenge, motivate and empower teams and individuals to achieve
* Excellent interpersonal skills
* Demonstrate resilience, optimism and empathy
* Ability to work in a fluid and changing environment
* Excellent communication and presentation skills, oral and written
* Ability to think analytically and creatively and demonstrate initiative in solving problems
* Be aware of own strengths and areas for development. Listen to and reflect upon feedback and act appropriately
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| **Desirable but not essential** | * Previous senior leadership team experience
* Further relevant professional or academic qualifications
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Whitehall Primary

Inclusion Leader Personal Specification