

# Hillbourne Primary School

## Inclusion Leader: Person Specification

### 1. Qualifications

- Qualified Teacher Status
- Evidence of continuing and recent further professional development and qualifications relevant to the post.
- Commitment to continuing professional development, working towards standards and role expectations described in the Teacher Standards Framework
- National SENDCo qualification or other appropriate experience/qualifications.
- Level 3 Safeguarding qualification (or willingness to undertake training)

### 2. Experience

- Proven track record as a successful teaching practitioner within the Primary age range
- Experience of leading staff training and INSET
- Experience of working effectively with parents to ensure the best possible outcomes for children.
- Experience of successful inter-agency work.
- Experience of successful leadership and management within a school
- Proven experience of improving teaching and achievement for pupils including Pupil Premium, SEND, EAL, Looked After and vulnerable pupils.
- Experience of safeguarding work

### 3. Knowledge and understanding

#### Inclusion

- Knowledge of relevant legislation - in particular of the SEN Code of Practice, equal opportunities and disability discrimination legislation
- 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.
- Knowledge and understanding of the issues surrounding the safeguarding of a child's welfare
- Able to analyse and report on data relating to progress, attainment and impact.
- Confident user of IT Knowledge of relevant legislation - in particular of the SEN Code of Practice, equal opportunities and disability discrimination legislation

#### Teaching

- Thorough knowledge and understanding of the National Curriculum
- Ability to develop an interesting and creative curriculum
- Ability to set high standards and act as a role model to pupils and staff
- Ability to meet the needs of mixed ability pupils within the same class
- Ability to maintain an attractive and supportive learning environment

#### 4. Aptitude and Skills

- To be an excellent communicator, both orally and in writing
- To be able to work well under pressure and to plan, prioritise and meet deadlines

#### 5. Personal attributes

- To be hardworking and passionate about making a difference to the life of children
- To be flexible and willing to 'go the extra mile'
- To have a 'can do' attitude

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