

Christ Church (Brondesbury) CE Primary School

'Going for **GOLD** with faith'



Inclusion Leader - Person Specification

	Essential	Desirable	Evidence
Qualifications and training	<ul style="list-style-type: none"> Degree and qualified teacher status 	<ul style="list-style-type: none"> Relevant further qualifications (e.g. National Award for SEND co-ordination) Evidence of continual INSET and further professional development Training in Child Protection 	<ul style="list-style-type: none"> Application form Documentary evidence
Experience	<ul style="list-style-type: none"> At least three years classroom teaching experience Class teaching in more than one Key Stage Expertise of successfully leading others in a significant area Experience of involvement in school development planning Experience of Individual Learning Plans, pupil progress Experience of working with a wide range of other professionals 	<ul style="list-style-type: none"> Experience across the whole primary range Experience of leading SEND INSET Experience of resource management Experience of holding and chairing annual review meetings Experience of holding a Safeguarding lead post e.g. being a Core Group member, attending meetings and organising and delivering reports 	<ul style="list-style-type: none"> Application form Interview
Knowledge and Understanding	<ul style="list-style-type: none"> Knowledge of both current and new legislation around SEND Knowledge and understanding of tracking assessments Knowledge of primary teaching and learning styles Understanding of the needs of vulnerable learners An understanding of best practice of working with parents and forming positive relationships A good understanding of inclusion issues e.g. SEND, EAL and G&T Understanding of how to differentiate teaching 	<ul style="list-style-type: none"> Detailed knowledge of the new SEND reforms Knowledge of the National Curriculum An area of specialism that could be used to develop provision at Christ Church Primary School 	<ul style="list-style-type: none"> Personal statement
Skills and Abilities	<ul style="list-style-type: none"> Ability to interpret and analyse attainment data to identify learning needs and set targets Ability to recognise high quality practice and to model this for others 	<ul style="list-style-type: none"> To present a vision for the future of inclusion at Christ Church Primary School Good knowledge and experience of how 	<ul style="list-style-type: none"> Application form Personal

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	<ul style="list-style-type: none"> • Ability to keep pupils safe, including child protection and forming and maintaining appropriate relationships • Understanding of how to devise, implement and evaluate systems for identifying, assessing and reviewing pupils' special educational needs • Ability to undertake high quality observations of children's learning and development • Ability to maintain high standards of behaviour and excellent discipline using positive strategies • Ability to lead other adults as well as work collaboratively as part of a team • Ability to train, support and challenge others when necessary • Ability to communicate effectively both orally and in writing • Familiarity with ICT e.g. Word, Excel etc 	<p>ICT can assist in the management and dissemination of information regarding pupils with SEND</p>	<p>statement</p> <ul style="list-style-type: none"> • Interview
Personal Qualities	<ul style="list-style-type: none"> • Passionate about education and particularly determined to improve outcomes for all children • Flexibility, initiative and the capacity to maintain a positive attitude • Flexible and responsive to change • Self-motivated and able to work efficiently and effectively with minimum supervision • Excellent organisational skills • Commitment to equality of opportunity • The ability to communicate effectively, orally and in writing to a wider audience including parents, pupils, Governors, Headteacher and external agencies. 	<ul style="list-style-type: none"> • The ability to manage, organise and motivate staff with diplomacy and sensitivity 	<ul style="list-style-type: none"> • Personal statement • Interview