



PERSON SPECIFICATION – Inclusion Manager

Qualifications & Training	Essential	Desirable	How assessed
Qualified teacher status	✓		Application
Relevant specialist qualifications in your subject SENDCO	✓		Application
Evidence of Continuous Professional Development (CPD) and improving practice through reflection	✓		Application / Interview
Thorough knowledge and understanding of curriculum requirements and developments within your own subject specialism	✓		Application / Interview
Current training as a Designated Safeguarding Lead	✓		Application / Interview
Skills and abilities	Essential	Desirable	How assessed
Successful teaching in a primary school, consistently meeting the Teacher Standards	✓		Application / Interview
Experience of teaching SEND and EAL children and understanding of how to overcome barriers to learning	✓		Application / Interview
Experience of teaching in more than one Key Stage		✓	Application / Interview
Experience of leading a subject or curriculum area	✓		Application / Interview
Experience of working at whole-school level	✓		Application / Interview
Knowledge and experience of the National Curriculum and how it is taught across the school	✓		Application / Interview
Confident user of IT including Google Classroom as a teaching tool	✓		Application / Interview
Sound knowledge of the SEND Code of Practice	✓		Application / Interview
Understanding of what makes 'quality first' teaching, and of effective intervention strategies	✓		Application / Interview
Ability to plan and evaluate interventions	✓		Application / Interview
Data analysis skills, and the ability to use data to inform provision planning		✓	Application / Interview
Experience of leading parent sessions or involving parents in their children's learning		✓	Application / Interview
Sound knowledge of the SEND Code of Practice	✓		Application / Interview
To contribute to the wider school life, supporting extra-curricular and intervention initiatives	✓		Application / Interview
Ability to develop and manage the well-being strategy	✓		Application / Interview
Personal Attributes	Essential	Desirable	How assessed
Excellent communication skills with the ability to relate well to students and adults	✓		Application / Interview

Ability to make effective use of data and develop timely and relevant intervention strategies to promote student progress	✓		Application / Interview
Energy, enthusiasm, determination and an insistence on high standards	✓		Application / Interview
Be able to work under pressure, be flexible, prioritise and manage time effectively	✓		Application / Interview
Safeguarding			
<p>The successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS).</p> <p>Hollydale Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment</p>			