BOHUNT
EDUCATION TRUST
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PERSON SPECIFICATION

Trust Director of SEND

Essential	Desirable
Qualifications and professional development	
• Qualified Teacher Status (QTS). • Degree-level qualification. • Evidence of relevant leadership development and continuing professional learning.	• A relevant SEND qualification, such as the National Award for SEN Coordination or the National Professional Qualification for SENCOs. • Further relevant leadership or specialist SEND qualifications.
Experience	
• Successful leadership of SEND provision, with evidence of improving provision and outcomes for pupils. • Experience of supporting school improvement across more than one setting. • Experience of supporting and developing SENDCOs, leaders or other staff. • Experience of working with EHCP processes and supporting pupils with a range of SEND. • Experience of analysing and using data to identify priorities and evaluate impact. • Experience of working effectively with parents and carers, local authorities and external agencies.	• Significant senior leadership experience. • Experience of working across a multi-academy trust or group of schools. • Experience of developing collaborative or hub approaches to SEND support. • Experience of securing or overseeing SEND or inclusion funding. • Experience of commissioning or quality-assuring specialist services.
Knowledge and understanding	
• Strong knowledge of SEND legislation, the SEND Code of Practice and schools' statutory responsibilities. • Knowledge of emerging national SEND and inclusion reforms and their implications for schools. • Understanding of inclusive curriculum design, adaptive teaching and effective classroom provision for pupils with SEND. • Understanding of early identification, evidence-informed intervention and the Assess–Plan–Do–Review cycle. • Understanding of safeguarding and attendance, including their relationship with SEND and inclusion. • Understanding of how SEND and inclusion are evaluated through school improvement and inspection. • Knowledge of approaches to alternative provision and reintegration.	• Understanding of the Inclusive Mainstream Fund and other relevant funding opportunities. • Ability to develop and evaluate shared models of specialist support across schools.

Skills and abilities

- Ability to set a clear strategic direction and translate priorities into practical, sustainable action.
- Ability to support, challenge and influence leaders and staff across different settings.
- Ability to coach and develop others, building confidence and expertise.
- Ability to analyse information, identify trends and use evidence to evaluate impact.
- Ability to build effective partnerships with families, local authorities and other agencies.
- Ability to communicate clearly, including through reports and presentations for different audiences.
- Ability to manage change, prioritise effectively and follow through on agreed actions.

Bohunt Education Trust is committed to safeguarding and promoting welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment. We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

