

Tove Learning Trust

Person Specification



Job Title: TLT School Improvement Director (SEND & Inclusion)	Essential	Desirable
Education and Qualifications		
Qualified teaching status	✓	
Educated to degree level or equivalent	✓	
PG Cert in SEN Co-ordination or National Award in SEN Co-ordination		✓
Experience		
Relevant leadership experience	✓	
Whole school understanding of leadership issues		✓
Previous experience of teaching in secondary education		✓
Previous experience of delivering school to school support		✓
Recent involvement in local networks or LA initiatives in SEND provision and support strategies	✓	
Significant experience of the monitoring and development of teaching and learning	✓	
Experience of meeting deadlines, setting targets and managing change	✓	
Experience of school inspection		✓
Working with school Governors		✓
Experience of ICT application to support learning within the curriculum		✓
Substantial experience of teaching across the full range of needs	✓	
Knowledge and Skills		
Experienced school leader or improvement advisor	✓	
Proven problem solving ability	✓	
Excellent communication skills, both written and oral	✓	
Good interpersonal skills with the ability and experience to enthuse and motivate others	✓	
The ability to develop effective partnerships and networks	✓	
A flexible approach to task management	✓	
Ability to work as part of a team and on own initiative	✓	
Experience of inspection and evaluation of educational provision and standards	✓	
Able to mentor and coach others		✓
Understanding of the national educational context	✓	
Knowledge of current curriculum requirements	✓	
Excellent understanding of current pedagogical issues	✓	
Awareness of the uses of data analysis to highlight areas for development	✓	
Personal Attributes		
Work in accordance with the Trust's values and behaviours	✓	
Sound judgement and decision maker – confident in using own initiative	✓	
Eligible to live and work in the UK	✓	
Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the Trust and to attend National conferences on teaching and learning	✓	
A commitment to continuing personal development and training	✓	
A commitment to safeguarding and promoting welfare of children and young people	✓	
Other requirements		
A thorough understanding and awareness of equal opportunities issues	✓	
An ability to promote and lead on equality of opportunity and recognise the potential for developing this in school communities	✓	