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| **Inclusion Manager - Person Specification** | **Essential= E Desirable=D** | **E** | **D** |
| **Qualifications & Training*** Qualified teacher status in the UK with at least 5 years’ experience
* NASENCO qualification, or relevant SEND training
* Commitment to ongoing research into teaching and learning and school improvement
 | **√****√** | **√** |
| **Leadership Experience and Skills*** Successful classroom teacher with proven leadership of impacting positively for SEND
* Knowledge of strategies to support and improve standards of quality first teaching
* Experience of Identifying, providing, monitoring and evaluating teaching strategies for students with known barriers to learning
* Leadership in raising standards of learning and teaching in one or more key stages
* The ability to challenge, influence and motivate others
* Strong analytical skills and an ability to interpret both quantitative and qualitative data
* Excellent interpersonal and communication skills, both written and spoken
* Excellent time management and organisational skills
* Leads by example with positivity and enthusiasm
* Experience and understanding of the need to hold others to account
* Ability to work independently, take initiative and manage change
* At least five years varied teaching experience, preferably in more than one school and more than one key stage
* Experience of working with 'hard to reach parents/carers'
* Experience of working with a range of outside agencies
* Confident user of ICT and school based systems
* Experience of multi-agency working
 | **√****√****√****√****√****√****√****√****√****√****√****√** | **√****√****√****√** |
| **Experience*** Experience of having led and managed a team of people
* Experience of leadership, within a SEN team or subject leadership
* 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
* Experience of having led, or significantly contributed to, whole-school initiative/s
 | **√****√****√** | **√** |
| **Professional values and Personal Qualities*** Knowledge of relevant legislation and the new code of practice
* Thorough grasp of current educational issues, in relation to SEND and this post
 |  | **√****√** |
| **Professional values and Personal Qualities*** Has a clear commitment to fully inclusive education with high expectations of everyone
* Commitment to improving outcomes for children – aspiring to strive for excellence, for all
* Commitment to the personal welfare and safeguarding of all children
* A desire to continue to learn and develop within the professional role
* Passionate about supporting, motivating and inspiring learners and their families
* Ability to lead, motivate, support and positively influence others
* A strategic thinker who is creative and imaginative
* Stable and supportive with stamina, energy, confidence and emotional intelligence
* Shows consistency of judgement and high integrity
* Excellent time management skills and an ability to prioritise and complete tasks
* Resilient, positive and calm – uses networks to seek advice and support
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