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**PERSON SPECIFICATION**

**POST: Director of Study – Access and Inclusion**

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| **Essential** | **Desirable** | **Evidence** |
| **Experience:*** Proven track record of effective teaching at KS3 and KS4
* Evidence of raising student levels of achievement
* Leadership experience – with impact
* Evidence of the analysis and use of data to raise achievement
* Collaborative working - experience of working with SEND, agencies and parents
 | * Experience of working in a Senco role
* Curriculum development
* Curriculum Planning
* Action planning
* Cross phase work
* Management of a department budget
* Staff performance management and development
* Experience of implementing strategies to support students with ASC
 | * Letter
* Application form
* Interview
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| **Education/Qualifications:*** Qualified teacher status
* Degree level qualification
* National award for special educational needs co-ordination or currently working towards
 | * Recent and relevant INSET
* Evidence of relevant further study
 | * Application form
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|  **Specialist Knowledge:*** **Detailed knowledge of SEN Code of Practice**
* Detailed knowledge of strategies to meet the needs and raise the level of achievement of pupils of all abilities
* The components of high quality Teaching and Learning for SEND students and how to work with teachers and teaching assistants to achieve this
 | * Relevant research and national inspection evidence
* Proven ability to lead Teaching and Learning
* Key issues and current developments in Education – particularly SEND related
* How to develop pupils’ Learning through a Learning Platform.
 | * Letter
* Interview
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| **Competencies:*** Excellent teaching skills
* Strong leadership and management skills
* The ability to motivate others
* Good communication skills
* Good interpersonal skills
* The ability to work as part of a team and lead others
* The ability to think creatively and innovatively
* Proven strategic planning ability
* Time-management skills
 | * Effective ICT skills
* Budget management skills
 | * Reference
* Interview
* Letter
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| **Other:*** A strong commitment to teaching and learning
* A well informed vision for the development of teaching and learning
* An educational philosophy which emphasises equal opportunities, inclusivity and the importance of the individual
* The ability to see beyond present circumstances and remain focused on longer-term possibilities
* A sense of humour
 | * Awareness of opportunities for a creative and individualised approach to the curriculum
 | * Letter
* Interview
* Reference
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