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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 |
| **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 |
| **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 |
| **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 |
| **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 |