

# North Heath Community Primary School

## Inclusion Manager

## Person Specification

Aspect	Essential elements	Desirable elements	Evidenced by...
1. Experience, knowledge and understanding	1.1 Experience of Primary phase teaching 1.2 Strong understanding of SEND reform and ability to lead implementation in this school 1.3 Experience of working with young people whose learning may have been impeded due to a range of circumstances 1.4 Experience of devising and implementing specialist programmes of work 1.5 Experience of implementing end of key stage transition plans 1.6 Experience of engaging, working with and supporting parents 1.7 Experience of supervising or managing other staff 1.8 Ability to teach and assess Mathematics and English at Primary level 1.9 Understanding of the new National Curriculum 1.10 Understanding of the principles of learning processes, and in particular barriers to learning 1.11 Ability to teach social, emotional and behavioural skills	1.1 Experience of teaching in different Primary phases	Application; interview; reference
2. Qualifications and training	2.1 Qualified Teacher Status	2.1 National Award for Special Educational Needs Coordination (NASENC) status, or exemption from this by virtue of relevant experience. Applicants without NASENC or exemption, will need to show willingness to work towards NASENC within 3 years of appointment. 2.2 Evidence of broad professional training eg Accreditation from British Dyslexia Association; training in speech and language support	Certification; application; interview; reference
3. Personal attributes	3.1 Ability to enthuse and motivate young people 3.2 Ability to be pro-active and to work with initiative 3.3 Ability to lead, and be a part of, a team 3.4 Personal integrity and reliability 3.5 Patience, good humour, energy and enthusiasm		Application; interview; reference