

PERSON SPECIFICATION

ROLE: Inclusion & Welfare Manager

In the context of this Job Description and Person Specification, pupils with special educational needs are deemed to include:

- *Pupils on the School's Special Educational Needs and Disability Register;*
- *Pupils identified as being more able;*
- *Pupils with identified specific learning difficulties;*
- *Pupils with identified behavioural problems;*
- *Children who are 'Looked After' and those subject to Child Protection procedures;*
- *Pupils eligible for free school meals and are eligible for pupil premium funding;*
- *Pupils belonging to ethnic minorities;*
- *Pupils who the Headteacher considers have previously received, for any reason, an inadequate or compromised education.*

EXPERIENCE AND SKILLS

- Formal Teaching Qualification recognised by the DfE. A minimum of 3 years teaching experience.
- Evidence of ongoing professional development; attendance on courses, INSET, action research, personal study etc.
- Have gained or be working towards the National qualification for SENCOs or other appropriate experience/qualifications.
- Experience as a mentor, coach or performance management team leader.
- Proven track record as a successful teaching practitioner within a whole class setting.
- Experience of successful leadership and management within a school or other educational setting.
- Ability to provide professional leadership and management of a staff team and contribute to the work of other teams to secure high quality teaching, effective use of resources and improved standards of learning and achievement for all pupils across the school.
- Ability to undertake appraisals in a timely manner
- Knowledge of relevant legislation - in particular of the SEND Code of Practice/2014 (Update May 2015) Code of Practice 0-25, equal opportunities and disability discrimination legislation and how these apply to pupils with Statements as well as those without.
- Knowledge of Local Offer and its implementation.
- 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.
- Knowledge of current educational issues and their relationship to the inclusion, behaviour support and Children's Services.
- Experience and knowledge of inter-agency work.
- Experience and knowledge of working with children with EAL.
- Experience and knowledge of working with children with SEND.
- Experience and knowledge of working with disadvantaged pupils
- Excellent written and oral communication skills (high level of literacy and numeracy)
- Excellent presentation and inter-personal skills.
- Excellent time and task management skills.
- Ability to work under pressure and to deadlines.
- Ability to use data effectively in setting targets.
- An awareness of the new Professional Standards for teachers.