

**PERSON SPECIFICATION**

**SEND Director**

REQUIREMENT	ESSENTIAL	DESIRABLE
<b>EXPERIENCE</b>		
Educated to degree level or equivalent	✓	
A strong understanding of the current educational landscape	✓	
Significant management and strategic leadership experience at a senior level	✓	
Knowledge and experience of supporting students with a wide range of physical and emotional needs	✓	
Knowledge of appropriate pedagogy to support the teaching and learning of students with additional needs	✓	
Knowledge and understanding of national and regional education issues relating to provision for students with additional needs	✓	
A working knowledge of relevant legislation and statutory guidance including the Equality Act 2010, the SEND Code of Practice and KCSIE	✓	
Experience of prioritising a significant workload	✓	
Working as part of a team	✓	
Producing detailed reports, suitable for a range of stakeholders	✓	
Substantial and successful experience of raising the achievement of SEND and vulnerable students	✓	
Experience of working with external providers to enhance SEND provision	✓	
Success in improving attendance and behaviour of SEND students	✓	
<b>SKILLS</b>		
Effective leadership skills including motivating and inspiring staff to achieve targets	✓	
Ability to work under pressure and meet tight deadlines	✓	
Strong interpersonal and negotiating skills, with the ability to engage, build and sustain relationships both within the Trust and external organisations	✓	
Creative and innovative thinker	✓	
Ability to prioritise and multi-task whilst managing stakeholder expectations	✓	
Excellent written communication skills	✓	
Strong report writing skills	✓	
Excellent IT skills	✓	
Ability to absorb a wide range of information and deal with confidential issues	✓	
Ability to work flexibly to meet deadlines and respond to unplanned situations	✓	
<b>QUALITIES</b>		
A strong work ethic, with a determination to succeed	✓	
Proactive	✓	
Positive attitude	✓	
Resilience, able to overcome challenges and set-backs	✓	
Personal integrity and confidentiality	✓	