PERSON SPECIFICATION – Inclusion Manager

Qualifications & Training	Essential	Desirable	How assessed
Qualified teacher status	✓		Application
Relevant specialist qualifications in your subject SENDCO	✓		Application
Evidence of Continuous Professional Development (CPD) and improving practice through reflection	✓		Application / Interview
Thorough knowledge and understanding of curriculum requirements and developments within your own subject specialism	✓		Application / Interview
Current training as a Designated Safeguarding Lead	✓		Application / Interview
Skills and abilities	**Essential**	**Desirable**	**How assessed**
Successful teaching in a primary school, consistently meeting the Teacher Standards	✓		Application / Interview
Experience of teaching SEND and EAL children and understanding of how to overcome barriers to learning	✓		Application / Interview
Experience of teaching in more than one Key Stage		✓	Application / Interview
Experience of leading a subject or curriculum area	✓		Application / Interview
Experience of working at whole-school level	✓		Application / Interview
Knowledge and experience of the National Curriculum and how it is taught across the school	✓		Application / Interview
Confident user of IT including Google Classroom as a teaching tool	✓		Application / Interview
Sound knowledge of the SEND Code of Practice	✓		Application / Interview
Understanding of what makes 'quality first' teaching, and of effective intervention strategies	✓		Application / Interview
Ability to plan and evaluate interventions	✓		Application / Interview
Data analysis skills, and the ability to use data to inform provision planning		✓	Application / Interview
Experience of leading parent sessions or involving parents in their children's learning		✓	Application / Interview
Sound knowledge of the SEND Code of Practice	✓		Application / Interview
To contribute to the wider school life, supporting extra-curricular and intervention initiatives	✓		Application / Interview
Ability to develop and manage the well-being strategy	✓		Application / Interview
Personal Attributes	**Essential**	**Desirable**	**How assessed**
Excellent communication skills with the ability to relate well to students and adults	✓		Application / Interview

Ability to make effective use of data and develop timely and relevant intervention strategies to promote student progress	✓		Application / Interview
Energy, enthusiasm, determination and an insistence on high standards	✓		Application / Interview
Be able to work under pressure, be flexible, prioritise and manage time effectively	✓		Application / Interview
Safeguarding			
The successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS). Hollydale Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment			