

PERSON SPECIFICATION – Director of Inclusion

	Essential	Desirable
Qualifications		
Teaching Qualification	E	
Holds the required NASENCO qualification upon appointment	E	
Evidence of appropriate further qualifications and professional development, e.g. MA or leadership courses		D
Knowledge & Experience		
Track record of making interventions that have had a positive impact on student progress	E	
Experience of working within the framework of the SEND Code of Practice	E	
Excellent classroom practitioner	E	
Proven track record of leading and motivating other members of staff		D
Supporting students with a range of learning and additional needs in class and small group settings	E	
Familiarity with using achievement data to track student progress	E	
Designing learning materials that are tailored to meet the needs of a range of learners	E	
Understanding of procedures related to exam access arrangements		D
Working and liaising with range of professionals and external agencies		D
Use of diagnostic testing material and resources		D
Financial planning and resource allocation		D
Safeguarding		
Full understanding of the Safeguarding requirements and how teachers promote the welfare of students	E	
Enhanced DBS and validated references	E	
Eligibility to work in the UK	E	
Recent safeguarding training		D
Safer recruitment training		D
Personal Qualities		
Ability to engage with and motivate students who may find learning a challenge	E	
Ability to quickly build effective working relationships with a range of stakeholders, including parents	E	
An innovative and positive attitude	E	
Excellent communicator, both orally and in writing	E	
An ability to retain a sense of perspective and humour in the face of adversity	E	