

Stivichall Primary School Inclusion Lead and SENDCO Person Specification



Qualification	<ul style="list-style-type: none"> • Have qualified teacher status • Degree or equivalent • A commitment to professional development, evidence that teaching standards and those for SENDCO have been met • The national qualification for SENDCO or equivalent 	Application form
Experience and skills	<ul style="list-style-type: none"> • Minimum of 4 years classroom teaching experience • Successful experience of leading and managing as a SENDCO or another leadership role within school • Ability to provide professional leadership and management of a staff team to secure high-quality teaching, effective use of resources and budget control • Training and experience of implementing safeguarding and Child Protection procedures effectively with experience of being (or capacity to become) a Designated Safeguarding lead • Experience of multi-agency work, writing referrals, co-ordinating appeals and writing successful EHCP applications • Excellent time and task management skills with the ability to work under pressure and to deadlines • Excellent interpersonal skills and presentation • Experience of supporting training and helping to co-ordinate the professional development of colleagues. • Knowledge of the SEND Code of Practice, Education Acts, equal opportunities and disability discrimination legislation, other relevant legislation and Ofsted requirements and how these impact on vulnerable groups • Knowledge and understanding of what constitutes good teaching and successful learning • Ability to access and analyse relevant data and to use this information to set priorities and determine school action to support all pupils. • Ability to think strategically to plan effective deployment of support staff and resources • Evidence of good management of Inclusion, which incorporates detailed planning, successful implementation and effective monitoring and evaluation of strategies. 	Application form

	<ul style="list-style-type: none"> • Understanding of PPG expenditure and reporting on outcomes to close the gap • Awareness of current developments in Education and the implications of these, particularly for vulnerable groups 	
Communication and working with others	<ul style="list-style-type: none"> • Experience of working in staff teams • Excellent written and oral communication skills working with a range of audiences • Know how and when to consult with and engage the support of external agencies such as the services provided by the Local Authority. • Ability to establish respectful, effective working relationships • Experience of working with governors to enable them to fulfil whole-school responsibilities • Experience of leading sessions to inform parents • Experience of offering challenge and support to improve performance • Experience of implementing strategies to promote equality of opportunity 	Application form Interview Tasks
Attitudes	<ul style="list-style-type: none"> • A developmental approach to working with others • A growth mind-set and an educational ethos rooted in placing the child at the centre of all decisions and actions • Evidence of thinking clearly about the role of an Inclusion Lead, educational philosophy and presentation of experience to meet the requirements of the post • A commitment to raising achievement through partnership with parents / carers and other agencies 	Application form Interview Tasks
Additional skills and abilities	<ul style="list-style-type: none"> • Ability to relate positively to the headteacher, pupils, colleagues, parents, governors and others who contribute to the work of the school. • Communication skills needed to provide clear and accurate information and well – informed advice • Ability to organise and manage work effectively i.e. being able to prioritise and organise tasks, make decisions, support and delegate when appropriate. • Have high expectations of pupils' learning, attainment and behaviour and of one's own professional abilities and those of colleagues. • A commitment to equal opportunities 	Application form Tasks Interview

	<ul style="list-style-type: none"> Resilience under pressure with a high level of commitment- a desire to go the extra mile 	
References	Excellent and unequivocal	References
Health and attendance	Good health record and consistent attendance	Application form References

If you feel you can meet these demanding requirements then we look forward to hearing from you and welcome your application for this post.