



PERSON SPECIFICATION
INCLUSION MANAGER & SENCo

	ESSENTIAL	DESIRABLE/HELPFUL
EXPERIENCE/ QUALIFICATIONS	<ul style="list-style-type: none"> • Experience of leadership and effecting successful change • Excellent subject knowledge of specialist subject • Outstanding teacher of specialist subject • Experience of working with teaching assistants within and beyond the classroom • Experience of working with students with special educational needs including students with autism 	<ul style="list-style-type: none"> • Qualification in National Award for Special Educational Needs Coordination [or a commitment to achieve this award within three years of appointment] • Experience of teaching in a 'Good'/'Outstanding' school • Experience of teaching in a selective school • Experience of leading teaching assistants within and beyond the classroom • Experience of meetings involving different agencies • Experience of conducting assessments to identify particular needs including access arrangements
APTITUDE, MOTIVATION & SKILLS	<ul style="list-style-type: none"> • Vision, energy and interpersonal leadership skills necessary to inspire commitment and enthusiasm as part of a team • Determination and resilience to 'see the job through' and work under pressure • A creative and imaginative 'problem-solver' who is self-motivated and can work on own initiative • A good listener and a good communicator with people at all levels within and out of school • Excellent organisational and administrative skills, able to work to deadlines, and ability to work independently • Committed to the staff and pupils within school, and wanting the best for them • A role model for students • Sense of humour • Adaptable and flexible • Supportive of school's ethos and wider life 	<ul style="list-style-type: none"> • Interested in own professional development with a desire for further promotion • Interest in the impact of boarding on needs of learners • Willingness to get involved in co-curricular activities