

**Inclusion Leader & SENCo
PERSON SPECIFICATION CRITERIA**

Qualifications		ESSENTIAL			DESIRABLE		
1	Qualified teacher status for England (or equivalent)	A	R				
2	Relevant degree (or equivalent)	A	R				
3	Recent, relevant professional learning and development	A	R				
4	Completion of, or working towards, additional professional qualifications				A	R	
5	Willingness to complete the SENCo qualification	A		I			
Professional knowledge, skills and abilities		ESSENTIAL			DESIRABLE		
1	Evidence of high expectations which inspire, motivate and challenge every student	A	R	I			
2	Evidence of track record of results that exceed expectations	A	R	I			
3	Demonstration of in-depth subject and curriculum knowledge	A	R	I			
4	Consistently plan and deliver well-structured lessons that enable all learners to make exceptional progress	A	R	I			
5	Manage behaviour effectively to ensure and foster a safe, engaging, enjoyable and outstanding climate for learning		R	I			
6	Awareness of the need to safeguard students' well-being, in accordance with statutory provisions and policies		R	I			
7	Successful involvement in self-evaluation processes and data analysis as an aid in personal and school improvement, development and change	A	R				
8	Successful experience in leading and managing change and innovation				A	R	I
9	Ability to lead, motivate and develop staff and students to work independently and in teams towards a common goal	A	R	I			
10	Active involvement in the development and improvement of teaching and learning	A	R	I			
11	Secure commitment to a clear vision and direction for the subject	A		I			
12	Awareness and understanding of the wider educational context and national accountability frameworks	A	R	I			
13	Knowledge of/involvement in educational research on teaching and learning				A	R	I
14	Consistently good and outstanding teacher	A	R	I			
15	Up to date knowledge of developments in Education	A	R	I			
16	Confident in the use of ICT to support learning	A	R	I			

Experience		ESSENTIAL			DESIRABLE		
1	Successful working relationships with students, staff, parents/carers	A	R	I			
2	Experience of school improvement planning				A		I
3	Experience of monitoring classroom performance across school/Academy	A		I			
4	Significant, substantial and successful experience in a post of responsibility in a school/academy	A	R	I			
5	Successful experience of developing and implementing systems and structures to manage, track and evaluate policy, change and improvement				A	R	I
6	Experience of pastoral/tutor role	A					
7	Experience of cross curricular initiatives/projects or whole school developments				A		I
8	Experience of implementing and developing curriculum change				A	R	I
9	Managing finance/budget				A		

Professional Attributes, Qualities and Values		ESSENTIAL			DESIRABLE		
1	Track record of making a positive contribution to the wider life of the school/Academy and community	A	R				
2	Developed effective professional relationships with all		R	I			
3	Ability to reflect critically, and respond to, performance and feedback	A	R	I			
4	An inspirational leader, passionate about teaching and learning	A	R	I			
5	Possess personal integrity, warmth, a willingness to grow and learn, and a sense of humour	A	R	I			
6	Ability to articulate, communicate and support the ethos and values of the Academy			I			
7	Enabling the highest levels of student achievement through translating vision, ethos and values into practice			I			
8	Enthusiasm to take the Academy forward through a process of change, development and ongoing improvement			I			
9	Commitment to leadership by example	A		I			
10	Excellent interpersonal, written and oral communication skills			I			

Professional Attributes, Qualities and Values		ESSENTIAL			DESIRABLE		
11	High level of emotional intelligence and self-awareness		R	I			
12	Resourceful and creative		R	I			
13	Excellent time manager		R	I			
14	Inspire, challenge, motivate staff and pupils towards a shared vision		R	I			
15	Foster an open, fair and equitable culture, managing conflict where necessary		R	I			
16	Prioritise, plan and organise self and others across the wide range of responsibilities		R	I			
17	Think creatively in order to anticipate and problem solve		R	I			
18	Support for the Christian ethos of the Academy	A		I			
19	A willingness to play a full part in Academy life and activities outside the classroom	A		I			

The criteria will be evidenced as indicated below:

'A' refers to the candidate's Application form and covering letter

'I' to interview

'R' to reference

Candidates should address at least all items marked 'A'

Referees are asked to comment on items marked 'R'

Where many candidates meet the essential criteria, the desirable criteria will be used to shortlist for interview.