



Autumn 2020

## Person Specification: *Fixed Term Inclusion Leader (SENCO)* on School Improvement Team

### Qualifications

- QTS with significant teaching experience
- NASENCO award

### Personal

- A person of the highest integrity
- Excellent interpersonal skills with colleagues, pupils, parents and professionals
- Commitment to the vision, aims, and values of the school
- Energy and enthusiasm
- Able to effectively work independently and with others

### Teaching expertise

- An excellent classroom teacher who is able to identify practice that is highly effective in raising achievement
- High expectations of pupils, colleagues, and self
- Effective positive management of pupil welfare and behaviour
- Ability to reflect upon own practice and learn accordingly
- Commitment to the involvement of all appropriate stakeholders in a child's learning and development

### Management and Leadership

- Member of the School Improvement Team, contributing positively to the development of the school
- Ability to monitor and evidence the impact of changes
- Lead role in developing practice for vulnerable learners
- Effective liaison with feeder schools, families and external services.
- Excellent organisational skills, work to a high quality within deadlines.
- Ability to lead through strong team-working with colleagues
- Ability to model good practice in teaching, leadership and professional behaviours
- Experience of leading projects successfully in a school
- Support Learning Assistants through observation and feedback, and giving advice
- Use data analysis to improve outcomes for pupils
- Middle Leadership professional development
- Detailed knowledge of the Code of Practice for SEN
- Effective understanding of the role of the Deputy Designated Safeguarding Lead
- Understanding of the impact that can be made through collaboration and through adopting cutting edge strategies.