

ST KATHARINE'S C.E.PRIMARY SCHOOL
Assistant Head (Inclusion Lead and SENCO) Person Specification



The successful candidate will demonstrate	Essential	Desirable
QUALIFICATIONS AND TRAINING		
Qualified Teacher Status	✓	
First Degree or equivalent	✓	
Evidence of relevant further professional development and/or leadership qualifications	✓	
NASEN qualification		✓
Experience		
Substantial teaching experience	✓	
Experience of whole-school curriculum management leading to school improvement	✓	
Coaching, mentoring and leading professional development for self and others	✓	
Managing whole school change at middle or senior leadership level	✓	
Excellent understanding of safeguarding practices, especially the safety and welfare of vulnerable and disadvantaged pupils	✓	
TEACHING AND LEARNING		
A strong commitment to inclusion with high expectations for all learners	✓	
Able to talk about characteristics of high-quality inclusive teaching and learning	✓	
Excellent classroom practitioner held in high regard by colleagues for the consistently high standards and good relationships in their classroom	✓	
Good understanding and use of assessment	✓	
Knowledge of effective interventions which meet the needs of targeted pupils	✓	
Knowledge and understanding of effective strategies to support behaviour	✓	
LEADERSHIP AND MANAGEMENT		
The ability to set high and clear expectations, to hold others accountable for performance and the contributions they make to the school community	✓	
Experience of planning for change, development and improvement	✓	

Demonstrate leadership qualities and people management skills	✓	
Support, motivate and inspire both colleagues and pupils by leading through example	✓	
Leading appraisal/performance management		✓
Line manage staff including dealing with challenging behaviours		✓
Personal Qualities		
Commitment to the school's Christian vision, ethos and culture	✓	
The ability to develop good relationships with staff, promoting teamwork and high standards	✓	
A creative thinker, problem-solver who uses initiative	✓	
Ability to communicate clearly and to a range of audiences, both verbally and in writing	✓	
A quick learner who embraces feedback	✓	
A sense of humour and resilience	✓	