

PERSON SPECIFICATION

Assistant Headteacher (Learning Inclusion)

The Selection Panel will place a particular emphasis on the following key competencies, all of which will underpin the recruitment process:

- high expectations of self and others
- clear strategic thinking
- skilful communication according to audience
- partnership working
- adhering to principles and values
- decision making/risk taking

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

QUALIFICATIONS AND TRAINING	Essential or desirable* on appointment	Assessment method <ul style="list-style-type: none"> • Application form • Interview • Tasks
Qualified Teacher Status (QTS).	E	A
Relevant degree or equivalent qualification.	E	A
Evidence of continued professional development related to SEND, inclusion, and leadership.	E	A/I
A National Award for SEN Coordination (or willingness to work towards it, if not already obtained)	D	A/I
EXPERIENCE AND SKILLS		
Commitment to promote and model the Christian vision that underpins the St. Aidan's School Church of England foundation.	E	I
Proven track record of successful teaching across different age groups.	E	A/I
Significant experience in a leadership or management role within a school setting.	D	A/I
Experience in working effectively with children with SEND and their families.	D	A/I
Evidence of successful implementation of strategies for promoting inclusion and improving outcomes for pupils with diverse needs.	E	A/I

Knowledge and experience of using data to track progress and inform interventions.	E	A/I/T
Experience in delivering professional development or leading teams.	D	A/I/T
Involvement with external partnerships to support alternative provision including SEND.	D	A/I
In-depth knowledge of the SEND Code of Practice and related legislation.	D	A/I/T
Strong understanding of inclusive / adaptive teaching practices and strategies for supporting students of all abilities.	E	A/I
Understanding of safeguarding procedures and responsibilities.	E	A/I/T
Familiarity with Equality Act requirements and promoting a culture of equity and diversity.	E	A/I/T
Knowledge of assistive technology and tools for all learners including those with SEND.	E	A/I
Experience of working with post 16 students in either a curriculum or pastoral based role	E	A/I
Strong leadership skills, including the ability to inspire, motivate, and manage staff.	E	A/I
Ability to build positive relationships with pupils, staff, parents, and external agencies.	E	A/I
Excellent communication and interpersonal skills.	E	A/I
Capacity to analyse and use data effectively to drive improvement.	E	A/I/T
Strong organisational skills with the ability to prioritise and delegate effectively.	E	A/I
Resilience and problem-solving ability in challenging situations.	E	I
Experience and proficiency in implementing whole-school initiatives.	E	I
Passionate advocate for inclusive education and high expectations for all students.	E	I
Empathy and commitment to meeting the needs of diverse learners.	E	I
A collaborative approach to leadership, working effectively as part of a senior team.	E	I
Integrity, accountability, and a commitment to the school's vision and values.	E	I
Commitment to safeguarding and promoting the welfare of all students.	E	A/I
Ability to work flexible hours as required to fulfil the demands of the role.	E	I
A reflective practitioner committed and willing to invest in ongoing personal and professional growth.	E	A/I