



Stockport School

PERSON SPECIFICATION

Job Title: Director of Inclusion & Associate SENCO

MPS / UPS + TLR 1

(With the potential for an enhanced Extended Senior Leadership role for a candidate with suitable and significant experience)

Skills & Experience needed:

Qualifications and Training

- Qualified Teacher Status.
- Specialist SEND Qualification and/or willingness to undertake further training and qualifications.
- Leadership and management qualifications and/or willingness to undertake further training and qualifications.
- Previous leadership and management experience, including line management of colleagues.
- Safeguarding and Health & Safety qualifications and experience.
- Experience, qualifications, and or training with alternative provisions and/or specialist interventions.
- Evidence of continuing personal and professional development.
- Ability to share own experience, passion and understanding to engage and inspire others.
- Excellent classroom, practical, and intervention activity skills.
- Experience of producing examination results to a consistent high standard.
- Mixed ability and specialist teaching of children with additional needs and/or vulnerabilities.
- Experience of teaching and leading at Primary KS1-KS2.
- Involvement in the professional development of staff.
- Strong ICT skills.

Knowledge, Skills and Abilities

- Recent and successful leadership experience, ideally as a middle or senior leader within a primary, secondary school, and/or alternative specialist SEND provision.
- Proven track record of raising standards in teaching, learning and student outcomes.
- Experience of innovative and adaptive curriculum design, and the development of relevant schemes of work and supportive resources.
- Confident and well-developed experience of leading and supporting the professional development, skills, and consistent standards of colleagues, particularly in the areas of Inclusion, SEND, and curriculum.
- Strong expertise in whole-school Inclusion, SEND, safeguarding, health & safety, behaviour, and whole-school improvement, with the ability to lead and inspire high-performing teams.
- Ability to set and communicate an ambitious vision, ethos and high expectations for students and staff.
- Ability to think and act strategically, embedding Ofsted frameworks, SEND Code of Practice, school priorities, and driving school improvement.
- Strong capability to monitor standards, identify underperformance and implement effective improvement actions.
- Capacity and experience to lead multi-agency working for vulnerable students.
- Knowledge and experience of supporting disadvantaged vulnerable learners, including PP, EAL, LAC, & SEND.
- Thorough knowledge of the Primary and Secondary National Curriculum and pedagogy.
- Strong understanding of curriculum design, assessment, and progression across the Primary and Secondary phases.
- Ability to ensure high-quality teaching and effective use of CPD.





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Personal Qualities

- Committed to high standards, opportunity, equity, Inclusion, SEND, and safeguarding.
- Inspirational, visible, and credible teacher and leader who motivates and empowers others.
- Strong and ambitious leadership qualities.
- A commitment to raising achievement across the whole age and ability range.
- Ability to multitask and deal with numerous challenges simultaneously.
- Energy, commitment, innovation; a person of "vision" with a total commitment to the highest possible standards.
- Willingness and clear commitment to be involved in extra-curricular activities.
- Ability to motivate and coach staff to perform to the best of their ability.
- Commitment to developing links with parents and the wider community.
- Calm, resilient, and able to maintain perspective under pressure.
- Open minded, reflective, and responsive to feedback.
- Excellent interpersonal skills, able to build trust with a wide range of stakeholders.
- Strong integrity, confidentiality, and professional judgement.
- Desire for further professional development, and career progression.
- Enthusiasm for teaching and learning.
- Good and very reliable attendance and punctuality.
- Good sense of humour.
- Conscientious, honest, and reliable.
- Excellent role model to learners & students.

Date: May 2026

