



Person Specification – Director of Inclusion and Education

Qualifications and Professional Status	Essential	Desirable
Qualified Teacher Status (QTS)	✓	
Evidence of ongoing, relevant professional development	✓	
NPQH completed or currently working towards		✓
Postgraduate qualification or further professional study		✓
Leadership Experience	Essential	Desirable
Significant senior leadership experience within a primary school or MAT	✓	
Proven track record of successful school improvement	✓	
Experience of strategic planning, implementation and evaluation	✓	
Experience of leading and developing senior and middle leaders	✓	
Experience of working effectively with governors or trustees	✓	
Experience of working across more than one school or within a MAT		✓
Experience or understanding of line managing early years/nursery provision		✓
Experience of contributing to system or trust-wide leadership		✓
Curriculum, Teaching and Learning	Essential	Desirable
Secure understanding of effective primary teaching and learning, including nursery and early years provision	✓	
Strong knowledge of curriculum design, sequencing and progression	✓	
Evidence-informed approach to teaching and assessment	✓	
Ability to secure consistently high-quality teaching across the school	✓	
Strong understanding of the Early Years Foundation Stage (EYFS) framework and effective early years pedagogy	✓	
Experience of working with trust-wide curriculum models or initiatives		✓

Inclusion, SEND and Safeguarding	Essential	Desirable
Strong commitment to inclusive practice and equity for all pupils	✓	
Knowledge of SEND statutory requirements and effective graduated response	✓	
Proven impact on outcomes for pupils with SEND and vulnerable groups	✓	
Strong understanding of safeguarding and child protection requirements	✓	
Experience of leading or contributing to safeguarding culture and practice	✓	
Data, Evaluation and Accountability	Essential	Desirable
Strong data literacy and ability to use data diagnostically	✓	
Ability to evaluate impact and drive improvement	✓	
Experience reporting to governors or trustees	✓	
Experience contributing to trust-wide evaluation or QA processes		✓
Leadership Behaviours and Professional Attributes	Essential	Desirable
Alignment with CPP values and leadership behaviours	✓	
Demonstrates accountability, integrity and professional credibility	✓	
Courage to challenge, improve practice and lead change	✓	
Inclusive, people-centred leadership style	✓	
Future-focused mindset with ability to build sustainable systems	✓	
Strong communication and relationship-building skills	✓	
Resilience, adaptability and commitment to ongoing professional learning	✓	