

Baysgarth School

Learning Manager Person Specification

At Baysgarth School PRIDE permeates everything we do and represent, including our person specifications for our staff.

PRIDE Value	Essential	Desirable	Evidence
Positive			
• Be relentlessly positive	✓		A, I, R
• Believe in Baysgarth School and be ambitious for ourselves, our school, our students and our community	✓		A, I, R
• Embrace change and be passionate about improvement	✓		A, I, R
• Always model the behaviours we expect to see	✓		A, I, R
• Demonstrate a growth mindset and encourage it with others	✓		A, I, R
• Share best practice	✓		A, I, R
Respect			
• Be consistent and fair; demonstrate exemplary manners at all times with staff, students and stakeholders	✓		A, I, R
• Have a high profile around the school	✓		A, I, R
• Empower students	✓		A, I, R
• Model and demonstrate high standards	✓		A, I, R
• Believe in teams and foster a spirit of collaboration	✓		A, I, R
Independence			
• Think outside the box and encourage others to do the same	✓		A, I, R
• Take risks and support others to do the same	✓		A, I, R
• Facilitate, encouraging creativity and autonomy	✓		A, I, R
Determination			
• Be resilient and encourage this with our students	✓		A, I, R
• Be determined to close the gaps between student achievement and potential	✓		A, I, R
• Be outward facing, determined to develop strong partnerships to support students' attendance, behaviour and attainment	✓		A, I, R
Excellence			
• Be insistent and persistent	✓		A, I, R
• Have the highest aspirations for our students	✓		A, I, R
• Celebrate individual and collective success	✓		A, I, R
• Implement – do what we say we are going to do and to deadline	✓		A, I, R
• Put students first in our decision-making	✓		A, I, R
• Ability to challenge students and parents to reach our expectations of them	✓		A, I, R

Interpersonal Skills; Intellectual Ability; Motivation			
	Essential	Desirable	Evidence
Excellent organisational skills	✓		A, I, R
Influences students	✓		A, I, R
Excellent interpersonal skills	✓		A, I, R
Commitment to diversity, safeguarding and health and safety	✓		A, I, R
Excellent verbal and written communication skills	✓		A, I, R, T
Proficient IT skills	✓		A, I, R
Professional integrity and an ability to maintain the utmost confidentiality	✓		A, I, R
Ability to work under pressure to tight deadlines	✓		A, I, R
Commitment to continuous professional development	✓		A, I, R
Ability to form and maintain appropriate relationships and personal boundaries with children	✓		A, I, R
Ability to deal effectively with challenging situations, demonstrating initiative and	✓		A, I, R

prioritising actions			
Ability to provide high quality customer care, dealing with issues and complaints swiftly and efficiently	✓		A, I, R
Ability to work as part of, a team, demonstrating flexibility and interdependence	✓		A, I, R
Commitment to the school's aims/objectives and ability to articulate this to others	✓		A, I, R

Qualifications and Awards		
Essential	Desirable	Evidence
GCSE English or equivalent at grade C or above	Degree (or equivalent)	A, C
GCSE Maths or equivalent at grade C or above	Counselling qualification	A, C
	Restorative Justice Team Teach	A,C

Relevant Experience – Behaviour & Safety		
Essential	Desirable	Evidence
Experience of working in a secondary school	Experience of working in more than one secondary school	A, I, R
Experience of working with students with challenging behaviour	Experience of creating and monitoring IEPs and PSPs	A, I, R
Evidence of mentoring students on a 1-1 with successful outcomes		A, I, R, T
Experience of dealing with child protection issues	Experience of delivering training and CPD to staff on child protection issues	A, I, R
Experience of working with external agencies such as social care	Experience leading TAF, EHA meetings with outside professionals	A, I, R, T
Experience of working with students and parents who have disengaged with school		
Experience of conflict resolution with students	Experience of conflict resolution with students, staff and parents	A, I, R

Key: A = Application; I = Interview; T = Tests/Teaching; C = Certificates; R = References