



**Grestone Academy**  
**Part of Hamstead Hall Academy Trust**

**PERSON SPECIFICATION**

**Assistant Head of School - SENDCo**

	ESSENTIAL	DESIRABLE
<b>Initial Qualifications</b>	<ul style="list-style-type: none"> <li>* An Honours Degree</li> <li>* Qualified Teacher status.</li> <li>* Successful completion of induction</li> <li>* SENCo Qualification</li> </ul>	
<b>Further Qualifications/ Professional Development</b>	<ul style="list-style-type: none"> <li>* Recent, relevant in-service training in current educational practice.</li> </ul>	<ul style="list-style-type: none"> <li>* Post graduate study</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>* Successful and varied teaching experience across EYFS and key stages 1 &amp; 2.</li> <li>* Experience of working with children with SEN</li> <li>* Leadership of an aspect of school improvement and/or curriculum area.</li> <li>* Evidence of leading a team to manage/lead change</li> <li>* Evidence of good teaching as a minimum, leading to consistently high standards of achievement for all pupils</li> <li>* Good knowledge of current curriculum development in your subject area</li> <li>** an understanding of the new SEN Code of practice</li> <li>** An understanding of how to use data and AfL to inform planning for good teaching and learning</li> <li>** Ability to use ICT to effectively engage pupils in their learning</li> <li>** Experience of Department Development Planning</li> </ul>	<ul style="list-style-type: none"> <li>* Experience of teaching across all Key stages</li> <li>* Experience in more than one school at a leadership level</li> <li>* Experience and understanding of inner city/multi-cultural communities</li> <li>** Experience of managing a budget.</li> <li>** Leadership in aspects of school life involving a high level of contact with parents and the wider community.</li> <li>** Experience of observing lessons and providing appropriate feedback</li> </ul>
<b>Skills/Aptitudes</b>	<ul style="list-style-type: none"> <li>** The ability to prioritise, plan, monitor, evaluate, review and lead by example.</li> <li>** Ability to manage the implementation of change sensitively.</li> <li>** Ability to lead and manage people and work as part of an effective team.</li> <li>** Ability to work under pressure and meet deadlines</li> <li>** The ability to inspire and enthuse colleagues</li> <li>High level of *written and ** oral communication skills.</li> <li>** To be able to provide evidence of having influenced the quality of teaching and learning in present school.</li> </ul>	

	**Good reasoning powers and good judgement in a variety of situations.	
<b>Other</b>	<p>**A commitment to involve parents, Governors and the community in the work of the academy.</p> <p>**Promotion of positive behaviour strategies and constructive handling of problems.</p> <p>**An awareness, understanding and commitment to equal opportunities.</p>	
<b>Physical Requirements</b>	<p>“...maintain high standards in their own attendance and punctuality” (Teachers standards 2012)</p> <p>Professional appearance</p>	
<b>Contra-indications</b>	*Criminal convictions involving offences against children	

Those elements marked \*will be assessed in your application.

Those elements marked \*\*will be assessed in your application and during the selection process e.g. interview, presentation.

May 2019