

PERSON SPECIFICATION – Leading Practitioner in English

[illegible]

Customer Service	<ul style="list-style-type: none"> Listen and respond to children / young people needs, seek out innovative ways of consulting and engaging them. Network with others to develop services for the benefit of the children / young people. 	✓		Application form, references, interview
Valuing Diversity	<ul style="list-style-type: none"> Listen, support and monitor the diverse contributions made to service development without prejudice. Challenge behaviours and processes which do not positively advance the diversity agenda whilst being prepared to accept feedback about own behaviour. Recognise people's strengths, aspirations and abilities and help to develop their potential. Understand how Valuing Diversity can improve our ability to deliver better services and reduce disadvantage. 	✓		Application Form, references, interview
Developing Self and Others	<ul style="list-style-type: none"> Coach and mentor others. Be willing to share learning and encourage others to do the same. Listen to others and respond to their needs. Apply a range of development activities to develop and train staff. Endorse the principles of Investor in People. Strives for improvement and take responsibility for own development. Be self-confident and lead by example. 	✓		Application Form, references, interview
Work Related Circumstances – Professional Values and Practices	<ul style="list-style-type: none"> A positive attitude to broad aspects of Academy life and contributions to new initiatives and developments Demonstrate and promote the positive values, attitudes and behaviour they expect from the students with whom they work Displays a commitment to safeguarding and promoting the welfare of children and young people and expects others to share this commitment Good personal and professional standard of dress and presentation and high expectation of others 	✓ ✓ ✓		Application Form, references, interview

Date Person Specification prepared/updated:

Nov 2017

Person Specification prepared by:

R Lucas / C Wilkinson