**Person Specification**



**Assistant Vice Principal: SENDCO and Academic Support**

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| **ESSENTIAL** | **DESIRABLE** | **HOW MEASURED** |
| **QUALIFICATIONS** |
| Degree or equivalent |  | Application form and certificates |
| Teaching qualification (Secondary) |  | Application form and certificates |
| Qualified Teacher Status (QTS) |  | Application form and certificates |
| National SENCO Award PGDip | An accredited specialist SEN teaching qualification | Application form and certificates |
| Evidence of further professional development |  | Application form and certificates |
| **KNOWLEDGE AND EXPERIENCE** |
| An outstanding teacher with a consistent track record of planning, delivering and assessing specialist SEND provision  |  | Application form, personal statement, results and references |
| Experience of strategically managing a team | Experience of working as a member of a senior team | Application form, personal statement, references |
| The ability to articulate how the Christian ethos could be developed and the capacity to contribute to this | Experience of working in a school with a distinctive Christian ethos  | Application form, personal statement, interview |
| Monitoring and assessing the progress of SEND students, including Annual Reviews and target setting |  | Application form, personal statement, interview |
| Having significantly contributed to the work of a department which has resulted in the success of SEND students |  | Application form, interview |
| Delivering staff training and undertaking professional development of other teachers, in particular with regard to Autism or SEND |  | Application form, personal statement, interview |
| Effective engagement with external partners (e.g. Speech and Language Therapists, Local Authorities, Psychologists, exam boards, curriculum advisors) |  | Application form, interview |
| Using Quality Assurance systems to evaluate the standards within other classrooms and to modify plans accordingly |  | Application form, interview |
| Tracking and monitoring identified groups and designing intervention programmes which have shown a positive impact on behaviour and progress |  | Application form, personal statement, interview |
| Conducting lesson observations as a tool for improvement |  | Application form, personal statement |
| **ATTITUDES** |
| A commitment to the Christian Ethos of Bede Academy in all aspects of Academy life |  | Personal statement, assessment process |
| To support and develop students with a wide range of educational needs |  | Personal statement, assessment process |
| Committed to continual professional development, in particular with regard to Academy leadership |  | Personal statement, assessment process |
| A clear passion for SEND teaching  |  | Personal statement, assessment process |
| Passion, resilience, maturity and optimism to lead through day-to-day challenges while maintaining a clear strategic vision and direction  |  | Personal statement, assessment process |
| Confidence and self-motivation to work well and be decisive under pressure |  | Personal statement, assessment process |
| Genuine belief in the potential of every student |  | Personal statement, assessment process |
| **RELATIONSHIPS** |
| Excellent interpersonal and communication skills to support students’ needs |  | Personal statement, assessment process |
| Ability to take an active role in developing departmental targets |  | Personal statement, assessment process |
| A team player who seeks to have positive and mutually supportive relationships with colleagues |  | Personal statement, assessment process |
| **SKILLS & WORK RELATED REQUIREMENTS** |
| A clear Enhanced DBS check |  | DBS Check, application papers |
| Strong interpersonal skills both written and oral |  | Personal statement, assessment process |
| Self-motivated, resilient and tenacious, consistent in the development and application of high standards |  | Personal statement, assessment process |
| Ability to work under pressure to meet deadlines |  | Personal statement, assessment process |
| Creative thinker and able to anticipate and solve problems |  | Personal statement, assessment process |
| Strong leadership and management qualities – a demonstrated ability to inspire and motivate others, yet can maintain a fair and inclusive personal style |  | Application form, interview, references, assessment process |
| Excellent IT skills and use of appropriate technology |  | Personal statement, assessment process |
| A proactive approach, anticipates opportunities and issues and attends with a sense of urgency |  | Personal statement, assessment process |
| Ability to initiate and manage change to make demonstrable positive impact |  | Personal statement, assessment process |