

**MANCHESTER HEALTH ACADEMY
PERSON SPECIFICATION**

Assistant Principal – SENDCo / SEND Teaching and Learning

Experience and Qualities Required	Essential	Desirable
<p>Experience</p> <ul style="list-style-type: none"> • Relevant academic and teaching qualifications. • Possession of the SENCO award, or willingness to study towards • Well qualified and experienced teacher with a record of successful educational leadership at middle or senior level, for at least three years within Schools or Academies. • Led measurable improvement projects within or outside their School or Academy. • School to school support work. • Successful experience and evidence of impact, of leading teaching and learning strategies for SEND and disadvantaged students. • Experience of improving standards of teaching and learning. • Experience of developing the teaching practice of NQTs and trainees. • Experience of sharing best practice and leading CPD. • Experience of leading support plans. 	<p align="center">✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓</p>	<p align="center">✓ ✓ ✓ ✓</p>
<p>Knowledge and Understanding</p> <ul style="list-style-type: none"> • An understanding of current teaching, learning and curriculum research • A clear understanding of the wide and varied needs of SEND and disadvantaged students • Leadership and management of school improvement. • An understanding of how to effectively use quality assurance to measure and improve the standard of teaching and learning. • An understanding of how to share excellence and develop teams. • An understanding of target setting and appraisal. • Up to date knowledge of the Ofsted framework. • An understanding of coaching models. 	<p align="center">✓ ✓ ✓ ✓ ✓ ✓ ✓</p>	<p align="center">✓</p>
<p>Skills and Abilities – Interpersonal</p> <ul style="list-style-type: none"> • An ability to work in collaborative partnership with a full range of stakeholders. • An ability to lead, manage and support teams. • Well-developed social and communication skills. • Tact, sensitivity, integrity, good judgement and a sense of humour. • Ability to unite different teams around a common goal. 	<p align="center">✓ ✓ ✓ ✓ ✓</p>	

<p>Skills, Abilities and Interests</p> <ul style="list-style-type: none"> • Confidence, independence and flexibility • A commitment to and ability to lead school improvement and manage change. • An ability to drive improvement in standards at pace. 	<p>✓ ✓ ✓</p>	
<p>Equal Opportunities</p> <ul style="list-style-type: none"> • a commitment to equal opportunities 	<p>✓</p>	

<p>Values</p> <ul style="list-style-type: none"> • A commitment to inclusive comprehensive education. • An empathy for children from a wide variety of social and cultural backgrounds, but in particular for disadvantaged children. • A willingness to work hard, with enthusiasm and vision. • A commitment to excellence for all and by all and intolerance of complacency. 	<p>✓ ✓ ✓ ✓</p>	
<p>Safeguarding Children, Young People and Vulnerable Adults</p> <ul style="list-style-type: none"> • Manchester Health Academy is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. 	<p>✓</p>	
<p>General policies Procedures and Practices</p> <ul style="list-style-type: none"> • To comply with all Academy policies, procedures and practices and to be responsible for keeping up to date with any changes to these. 	<p>✓</p>	