

**Brompton Academy**  
**Assistant Principal – Head of the Eliot SEN Resource Centre**  
**Person Specification**

Attribute	Essential	Desirable
Qualifications / Training:	<ol style="list-style-type: none"> <li>1. Honours Degree and preferably in an SEN area</li> <li>2. Qualified Teacher Status.</li> <li>3. Evidence of working with young people with SEND in a leadership capacity</li> <li>4. Evidence and a track record of ongoing and sustained continuing and relevant professional development.</li> <li>5. Working knowledge of the Statutory SEN Code of Work</li> </ol>	<ol style="list-style-type: none"> <li>1. Post graduate qualification e.g. Masters/PHD</li> <li>2. Evidence of developing working knowledge of Speech, Language and Communication Needs and ASD and their impact on emotional and behavioural development.</li> <li>3. A National College of Leadership qualification or Specialist Schools and Academies Trust leadership course</li> </ol>
Experience	<ol style="list-style-type: none"> <li>1. Evidence of successful and excellent classroom practice within an SEND setting or within a mainstream school/academy.</li> <li>2. Evidence of commitment to the pro active promotion of the equalities and diversity agenda.</li> <li>3. Successful experience of visionary leadership and management of transformational change, within the context of an academy in challenging circumstances.</li> <li>4. Evidence of successful innovation.</li> <li>5. Proven ability to motivate and develop staff.</li> <li>6. Understanding and personal evidence of excellent teaching and learning practice including differentiated pedagogical practices.</li> <li>7. Evidence of successfully raising and sustaining student attainment and achievement.</li> <li>8. Evidence of the use of successful national and school improvement strategies.</li> <li>9. Experience of being a well-organised, efficient and effective administrator.</li> <li>10. Evidence of excellent behaviour management skills particularly with SEND young people.</li> <li>11. Experience of working with Governors/Trustees.</li> </ol>	<ol style="list-style-type: none"> <li>1. Experience of working with students with Speech, Language and Communication Needs (SLCN)</li> <li>2. Experience of working collaboratively with other agencies e.g. Speech and Language Therapy Service, Occupational Therapy, Educational Psychologist</li> <li>3. Experience of bidding for external funding streams</li> <li>4. Experience of iPads and educational apps to promote learning.</li> <li>5. Experience of training others.</li> <li>6. Evidence of public speaking</li> <li>7. Working with a sponsor in an Academy or Trust setting.</li> </ol>

	<ul style="list-style-type: none"> <li>12. Evidence of analysing and using a range of data to develop improvement strategies.</li> <li>13. Evidence of successfully impacting on staff performance outcomes.</li> <li>14. Evidence of building and managing excellent projects.</li> <li>15. Evidence of partnerships working to enhance student and staff outcomes.</li> <li>16. Evidence of contributing to the wider educational scene.</li> <li>17. Experience of budget management.</li> <li>18. Proven ability to succeed within a culture of strong and rigorous accountability</li> </ul>	
Knowledge, Skills and Abilities	<ul style="list-style-type: none"> <li>1. Strategic understanding of the current national and international future educational scene.</li> <li>2. An awareness of the current SEND political landscape, and local and national Ofsted inspections</li> <li>3. Shared vision with sponsor.</li> <li>4. Knowledge and practical application of leadership and management theory and educational philosophy.</li> <li>5. An active interest in current SLCN research.</li> <li>6. Ability to interact with young people who have SLCN by considering and varying own communication style.</li> <li>7. Extensive understanding of the Ofsted framework and workings of the SEF.</li> <li>8. High order ICT skills : ability to use a range of software packages to produce varied high quality reports and presentations.</li> <li>9. An ability to understand political contexts and apply sensitivities to develop practical and clear solutions to problem solve.</li> <li>10. Ability to turn theory in to practice.</li> <li>11. An understanding of the Academies agenda.</li> <li>12. Ability to work co-operatively with others persuading, negotiating and influencing in a variety of circumstances.</li> <li>13. Ability to think and work creatively and flexibly whilst working with close attention to detail and under pressure to meet deadlines</li> <li>14. High expectation of oneself and others</li> <li>15. Ability to successfully tackle and manage staff performance.</li> <li>16. Ability to support staff and student wellbeing and create a healthy and positive work climate by recognising ,acknowledging and managing staff workloads and patterns.</li> <li>17. Ability to accept and give constructive criticism</li> <li>18. Ability to inspire confidence, engender trust and gain consensus with colleagues and wider community</li> <li>19. Excellent written, presentational and interpersonal skills.</li> </ul>	<ul style="list-style-type: none"> <li>1. Evidence of strategic leadership</li> <li>2. Commitment to working with Parents and Carers of students with SEN and EHCPs.</li> <li>3. Community learning</li> </ul>

	20. Sensitivity to cross cultural issues 21. Collaborative approach to decision making 22. Personal integrity, commitment to fairness and equity 23. Ability to take, implement and follow through unpopular decisions 24. Working knowledge and commitment to the principles of inclusion and equal opportunities 25. Risk taker 26. Sense of humour	
General	1. Willing to work negotiated flexible hours as appropriate	