**Alternative Resource Provision Centre Manager**

**Person Specification**

|  |  |  |
| --- | --- | --- |
|  | **Standard** | **Desirable** |
| **Education and Training** | * University Graduate with a good degree in a relevant subject (A)
* Evidence of further relevant and substantial professional development (A,I)
 | * Qualified Teacher Status (A)
* Social Work, Speech therapy or another relevant discipline (A)
 |
| **Teaching and Learning** | * Teaching across a variety of secondary school age ranges (KS3 & KS4) relevant to this post. (A)
* Have a proven record of success in improving outcomes for those students with additional needs (A,I)
* Able to motivate students and develop positive relationships with parents/carers (A)
 |  |
| **Leadership and Management** | * Successfully co-ordinating or leading special educational needs within an educational environment (A,I)
* Leading and managing other adults including specialist support staff (OT/ SP&Lang/ EP) (A,I)
 | * Experience leading the training of other staff which raised standards (A,I)
* Able to develop the role of the ARP within the wider school (I)
 |
| **Professional Knowledge** | * Understanding of successful strategies for meeting the needs of all pupils, specifically those with Speech language and communication needs (A,I)
* Awareness of The Special Educational Needs Code of Practice and the implications of other recent education legislation and reports, particularly those related to SEN. (A,I)
* Ability to analyse data, to evaluate performance, and plan an appropriate course of action for improvement (I)
 | * Have experience of managing and operating within a budget (A)
* Experience of completing Annual Reviews
 |
| **Personal Qualities** | * Have clarity of vision and be a strategic thinker (A,I)
* Have a strong moral purpose and drive for improvement (I,T)
* Have a firm approach to discipline around the school, and excellent classroom management skills (I,T)
* Have an ability to work within, lead and motivate a team (A,I)
* Be committed to the highest standards in all areas of school life (personal, behaviour, academic, enrichment) (A,I)
* Have a strong grasp of contemporary educational issues (A,I)
* Able to set challenging and achievable targets and ensure their delivery (A,I)
* Have good time management skills (A,I)
* Have outstanding communication and inter-personal skills (A,I,T)
* Have an excellent record of attendance (A)
 |  |