**Alternative Resource Provision Centre Manager**

**Person Specification**

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|  | **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) |  |