SOLIHULL
ALTERNATIVE PROVISION
MULTI ACADEMY TRUST

Person Specification
Assistant Headteacher (Intervention Programs and Inclusion)

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
Education and Qualifications	• Degree or equivalent • Qualified Teacher Status • Evidence of Continuous Professional Development • Middle or Senior Leadership qualification	• SENDCO qualification NPQSEND or equivalent	Application Qualifications
Skills and Abilities	• Outstanding practitioner • Ability to teach up to GCSE level • Ability to teach up to IB, A Level or L3 BTEC level • Ability to analyse and report on key data documents • A strong, flexible leadership style to coach and motivate professionals, individually and within groups, to achieve individual and collective targets • Ability to develop and implement strategies to enhance and sustain setting-wide initiatives • Ability to work with a range of external agencies and stakeholders (including parents/carers) to deliver setting-wide initiatives • Excellent verbal and written communication skills • Ability to set clear targets, track and manage progress and develop strategies to achieve desired outcomes • Ability to work autonomously, prioritise conflicting demands and thrive under pressure • A passionate belief in the Trust's charter and vision • A heartfelt commitment to nurturing and challenging children and young people to reach their	• Effective ICT skills	Application References Interview

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	full potential. • Highest levels of professional and personal integrity. • A strong commitment to inclusion and overcoming barriers to learning and achievement • Personal resilience, persistence and perseverance • Commitment to the pursuit of continuous professional development, including a willingness to embrace change and recognise new educational developments • Ability to motivate and empower others, raising standards across the Academy		
Knowledge and Experience	• Comprehensive understanding of both national performance measures for schools & Alternative Provision and the Ofsted framework for inspections. • Understanding contemporary issues relating to teaching and learning, inclusion, behaviour, welfare and safeguarding. • Leadership in an 1 1 -1 9 secondary school setting or equivalent educational provision • Proven record of outstanding practice in pastoral care, behaviour strategies and management • Successful and sustained delivery of outstanding attainment and achievement • Innovation and creativity to engage and enthuse learners of all abilities • Developing and leading the implementation of strategies to drive setting-wide improvement • Developing and enhancing the quality of inclusion, behaviour, welfare or safeguarding provision in a school setting or equivalent educational provision • Leadership of an inclusion provision in a school setting or equivalent educational provision		Application Interview Reference

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
	• Executing the remit and statutory responsibilities of Designated Safeguarding Lead or Deputy Designated Safeguarding Lead		
Core Behaviour	• Excellence - With enthusiasm, you work to deliver a high quality service to meet customer, organisational and personal expectations. You adopt a 'can do' attitude in all of the work you deliver, ensuring it meets the needs of current and potential customers. • Simplicity - You actively seek ways to prevent over-complication or confusion, by adopting the most simplified approach to work. You communicate clearly and concisely, ensuring that the message is understood by all. • Trust and Respect -You are aware of your impact on others including confidentiality. You value openness and listen carefully to understand the views of others. You promote the values of diversity and actively work to minimise any harm caused to others in order to foster an environment of mutual trust and respect. • Working Together - You work with others to reach a common goal; sharing information, supporting colleagues and searching out expertise and solutions from relevant partners and/or the communities we serve. • Responsibility - You take ownership for your work and you use your initiative to deliver. You are accountable for your own performance and development and you take responsibility for your actions and decisions. • Leadership - Your leadership is demonstrated by delivering outcomes and inspiring your team and individuals to improve and develop within an environment that enables individuals to achieve their potential.		Interview
Other Requirements	This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS).		