



Waverley Education Foundation Trust

PERSON SPECIFICATION: Assistant Principal (SEND)

	ESSENTIAL	DESIRABLE
Initial Qualifications	<ul style="list-style-type: none"> * Graduate in subject to be taught * Qualified Teacher status. * Successful completion of induction 	<ul style="list-style-type: none"> * SENCO Accredited qualification or to be in the process of completion.
Further Qualifications/ Professional Development	<ul style="list-style-type: none"> * Recent, relevant in-service training in current educational practice. 	<ul style="list-style-type: none"> * Post graduate study * Qualified to carry out exam access arrangements or prepared to carry out qualification * DSL Training
Experience	<ul style="list-style-type: none"> * Successful and varied teaching experience across key stages 3, 4 and 5. * Experience of working with children with SEND * Leadership of an aspect of school improvement and/or curriculum area. * Experience and understanding/producing EHCP for SEND students * Evidence of leading a team to manage/lead change * Evidence of excellent teaching as a minimum, leading to consistently high standards of achievement for all pupils * Good knowledge of current curriculum development in your subject area ** Knowledge and understanding of the new SEND Code of practice and its application ** An understanding of assessment procedures to measure pupil progress in SEND ** An understanding of how to use data and AfL to inform planning for good teaching and learning ** Ability to use ICT to effectively engage pupils in their learning ** Experience of Department Development Planning 	<ul style="list-style-type: none"> * Experience in more than one school. * Experience and understanding of inner city/multi-cultural communities * Post 16 teaching. ** Experience of managing a budget. ** Leadership in aspects of school life involving a high level of contact with parents and the wider community. ** Experience of observing lessons and providing appropriate feedback ** Experience of being a Designated Safeguarding Lead
Skills/Aptitudes	<ul style="list-style-type: none"> ** The ability to prioritise, assess, plan, monitor, evaluate, review and lead by example. 	

	<p>**Ability to manage the implementation of change sensitively.</p> <p>**Ability to lead and manage people and work as part of an effective team.</p> <p>** Ability to work under pressure and meet deadlines</p> <p>** The ability to inspire and enthuse colleagues</p> <p>**High level of *written and ** oral communication skills.</p> <p>**To be able to provide evidence of having influenced the quality of teaching and learning in present school.</p> <p>**Good reasoning powers and good judgement in a variety of situations.</p>	
Other	<p>**A commitment to involve parents, Governors and the community in the work of the academy.</p> <p>**Promotion of positive behaviour strategies and constructive handling of problems.</p> <p>**An awareness, understanding and commitment to equal opportunities.</p>	
Physical Requirements	<p>“...maintain high standards in their own attendance and punctuality” (Teacher’s standards 2012)</p> <p>Professional appearance</p>	
Contra-indications	<p>*Criminal convictions involving offences against children</p>	

Those elements marked *will be assessed in your application.

Those elements marked **will be assessed in your application and during the selection process e.g. interview, presentation.

Waverley Education Foundation Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful candidates.