**South Leicestershire Inclusion Partnership (SLIP)**

**PERSON SPECIFICATION** (Method of Evidence for each criteria: 1) Application, 2) Presentation of original Documents, 3) Testing through assessment process, 4) Interview, 5) References

Job Title**: Director of SLIP** Grade**: L20 – L24**

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| **Criteria** | **Essential**  | **Desirable** | **Assessment/Evidenced From:** Application, References, Documents (originals) Selection task, Interview |
| **Qualifications and Knowledge** | Honours DegreeQualified Teacher StatusA high level of Financial acumenCurrent knowledge and experience of safeguarding and relevant associated policies/practice for SEND and current statutory requirements for SEN.  | NPQHFurther degree or additional relevant professional qualifications. | Application form, documents  |
| **Experience** | 1. Significant leadership role in current educational setting.
2. High expectations and aspirations for students’ achievement. Experience in managing challenging behaviour and of working with students with SEND especially social emotional and mental health issues.
3. Proven leadership skills and ability to motivate and inspire others, demonstrating a clear commitment to school improvement.
4. Experience of self-evaluation to shape improvement with up-to-date knowledge of emerging issues in school leadership.
 | Has implemented whole school strategies that have impacted positively on student performance.Has a good understanding of the SENDCOP and experience in developing ways to address students’ individual needsExperience of the delivery of staff training.Experience of working with senior colleagues in other schools in collaborative activities. | Application formLetter of applicationSelection processReferences |
| **Ethics and professional conduct** | 1. Effective communicator with confident and effective presentational skills during public speaking.
2. Effective personal management style, balancing clear leadership with good humour and warmth.
3. High professional standards that command a high level of credibility and respect from all.
4. High degree of Emotional Intelligence.
 |  | Letter of applicationSelection processReferences |
| **School Culture and Behaviour**  | 1. An excellent communicator with strong interpersonal skills with a clear commitment to school improvement.
2. A clear understanding of the strategies required to establish consistently high standards of results and behaviours in a challenging school/ PRU and a commitment to relentlessly leading in and instilling these strategies.
3. Genuine belief in and the skills to unlock the potential of every student.
 | Evidence of being accountable for the work of a sizable team whose impact has in turn had a positive effect on a school. | Letter of applicationSelection processReferencesSelection task  |
| **Leading Teaching, Curriculum and Assessment** | 1. Place learning at the heart of the partnership and further improve the quality of teaching and learning.
2. Implementation of intervention programmes that have a sustained impact on attitude and attainment.
3. Delivering a vision for assessment that supports outstanding teaching and learning.
4. Devise a curriculum that is inspirational and allows all students to achieve their next steps in education.
5. Understand what outstanding teaching practice looks like, be able to diagnose weaknesses and to deliver coaching and mentoring to improve it.
 | Evidence of implementing schemes for the quality assurance of teaching and learning.Evidence of securing successful outcomes for students.Evidence of knowledge of the use of effective therapeutic interventions and strategies to re-engage challenging pupils. | Letter of applicationSelection processReferences |
| **Organisational Management and school improvement** | 1. Resilience and motivation to lead the partnership through day to day challenges whilst maintaining a clear strategic vision, staying positive and focusing on key priorities.
2. Can demonstrate a clear understanding of leadership and is willing to support and challenge colleagues as required.
3. Has experience of financial management of whole school budgets and delegated line management.
4. Can demonstrate clear analytical skills and apply strategic thinking to whole school improvement.
 | Strategic and analytical thinking and the potential to adopt an entrepreneurial approach to the role.  | Letter of applicationSelection processReferences |
| **Governance and Accountability** | 1. Delegate but still take responsibility and accountability.
2. Establish and sustain professional working relationship with those responsible for governance.
 | Evidence of working with governing bodies. | Letter of applicationSelection processReferences |
| **Working in partnership** | 1. Recognising the importance of developing relationships with the families of students as one key in resecuring engagement in education.
2. Be an excellent ambassador for the partnership in all dealings with the community and stakeholders, building these relationships and instilling confidence in the work of the partnership within the wider community.
3. Skilful management and maintenance of positive working relationships with all stakeholders.
 |  | Letter of applicationSelection processReferences |
| **Safeguarding Children** | 1. Commitment to safeguarding and promoting the welfare of children and young people.
 |   | Letter of applicationSelection processReferences |