

Person Specification: Head of Learning Support and EAL

| PROFESSIONAL EXPERIENCE | | |
|---|-----------|-----------|
| | Essential | Desirable |
| Degree and PGCE/ QTS, SEN & EAL Postgraduate qualifications. | ✓ | |
| NaSENCO or ISENCO Award (will need to study for this Award on appointment if not already achieved) | | ✓ |
| Proven successful experience in leading others. | ✓ | |
| An understanding of excellence in pastoral care, including a thorough knowledge of safeguarding and student welfare. | ✓ | |
| An understanding of the 2014 UK SEND Code of Practice. | ✓ | |
| Proven ability to hold difficult conversations with students, parents and/or other key stakeholders. | | ✓ |
| Excellent ability to use data to impact pastoral care and student's personal development. | ✓ | |
| Strong IT skills and ability to use SIMS MIS system. | | ✓ |
| Excellent communication skills to deliver information to a number of audiences including parents, staff and children. | ✓ | |
| An excellent team player with a good understanding of teamwork and how it contributes to school improvement. | ✓ | |
| Ability to work cooperatively and collaboratively with colleagues and to organise and motivate a team. | ✓ | - |
| Ability to work on own initiative and be proactive | ✓ | |
| Ability to maintain high standards of confidentiality on all professional and safeguarding matters. | ✓ | |
| PERSONAL ATTRIBUTES | | |
| Drive, energy, enthusiasm | ✓ | - |

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| Ability to delegate | ✓ | |
| Engaging and approachable | ✓ | - |
| Ability to challenge and support colleagues | ✓ | - |
| Willingness to be accountable for one's own and school decisions | ✓ | |
| Commitment to be a reflective practitioner who values feedback | ✓ | - |
| Commitment to excellence and of significantly raising the academic and personal achievement of all pupils | ✓ | - |
| Commitment to developing and maintaining positive relationships with all stakeholders. | ✓ | |