



ODYSSEY EDUCATIONAL TRUST
Main Street, Humberstone, Leicester, LE5 1AE

PERSON SPECIFICATION

Assistant Head Teacher – SENCo, Safeguarding and Inclusion

Essential criteria	Necessary requirements – skills, knowledge, experience etc.
1.	Qualified Teacher Status
2.	Evidence of continuing and recent professional development in relevant areas
3.	Recent, significant and successful experience as a teacher in the primary phase
4.	A proven track record of raising attainment in any key stage
5.	An excellent understanding of current theory and best practice in teaching and learning, particularly related to SEND and pupil progress
6.	Good understanding of how children learn and relevant pedagogy
7.	Significant and successful experience of leading aspects of curriculum development at whole school level
8.	Good understanding of effective leadership and management in relation to raising pupils' attainment and school improvement
9.	Possession of good analytical skills, ability to synthesise complex information, summarise, draw appropriate conclusions and make decisions
10.	Good understanding of how opportunities can be made to enrich and enhance the curriculum to address the needs of all pupils
11.	Knowledge of equality of opportunity issues and how they can be addressed in schools
12.	Leadership qualities, including positivity, resilience and the ability to enthuse and motivate others
13.	The ability to provide a model of best practices, through teaching in own or other classrooms
14.	Experience of contributing to school improvement, as a member of a school team

15.	The ability to develop and maintain effective relationships with all members of the school community and outside agencies
16.	Good understanding of effective strategies for gaining and maintaining high standards of behaviour at whole school level, in accordance with the school's policy
17.	Knowledge and understanding of statutory requirements, relevant legislation and government strategies relation to SEND and the national safeguarding agenda
18.	Ability to understand, interpret and present school performance data
19.	Understand the role of parents and the community in school improvement and how this can be promoted and developed
20.	Ability to work effectively under pressure, to prioritise appropriately and to meet deadlines
21.	Up to date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people and demonstrate an understanding of safeguarding issues and the ability to follow procedures
22.	Approachability, accessibility and flexibility, strong personal presence and a sense of humour
Desirable criteria	Necessary requirements – skills, knowledge, experience etc.
1.	Successful experience of improving the quality of teaching and learning, through processes of monitoring and support
2.	Relevant further Professional Qualifications preferably in SEND
3.	Proven outstanding teaching across more than one key stage
4.	Experience of teaching in more than one school
4.	Experience of Performance Development as a team leader
5.	Experience of developing and leading staff development programmes for teachers and other staff
6.	Experience of managing and using pupil attainment and tracking databases
7.	Understanding of leading and managing change
8.	Experience of involvement with a Governing Board/Trustee Board
9.	Experience of initiating and implementing strategies to improve parental involvement in their children's learning