**COLLEGE LEAD**

**Person Specification March 2024**

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| **Area of Expertise** |  | **Essential/****Desirable** |
| Safeguarding | Ability to underpin outstanding safeguarding in all aspects of college life. | E |
| Knowledge of the principles of Safeguarding adults with SEND. | E |
| Experience of a multi-agency approach to safeguarding. | E |
| Qualifications and Further Training  | Qualified Teacher Status | E |
| Further qualification in Education Management | D |
| Further qualification in SEND | D |
| Team Teach qualification | D |
| Experience | Leadership and management experience in the Post 19 Sector | E |
| Experience of teaching in the Post 19 Sector | E |
| Successful teaching experience with students with SLD, PMLD and Autism | E |
| Experience of evaluating provision to create a college SAR and quality improvement plan. | D |
| Strategic Direction and Development  | Ability to provide clear direction and lead by example | E |
| Ability to formulate, monitor, evaluate and review plans and policies. | E |
| Thorough working knowledge of the SEND Code of Practice 2014. | E |
| Leading and Managing Staff | Ability to provide effective and innovative leadership. | E |
| Ability to manage and develop staff teams effectively. | E |
| Ability to support effective communication  | E |
| Ability to manage change effectively. | E |
| Standards and Progress | Good analytical skills and the ability to interpret data to monitor provision and raise standards. | E |
| Ability to support the head and governors in setting and achieving challenging targets for the college. | E |
| Teaching and Learning | Understanding of the principles of effective learning for students with significant SEN and the ability to promote a culture of learning throughout the college. | E |
| Understanding of the principles of curriculum provision in Post 19 SEND provision. | E |
| Understanding of the role of assessment in students’ learning. | E |
| Successful experience of monitoring, evaluating and improving the quality of teaching and learning. | E |
| Ethos and Inclusion | Understanding of the factors which create barriers to learning and ability to implement appropriate strategies for reducing inequalities and promoting inclusion. | E |
| Commitment to providing a curriculum which prepares students for adulthood. | E |
| Commitment to multi-agency teamwork. | E |
| Commitment to developing community links to support student learning. | E |
| Commitment to equality of opportunity. | E |
| Relationship with parents and carers | Successful experience of creating and maintaining effective partnerships with parents and carers to support student learning. | E |
| The ability to maintain effective relationships with the Governing Body, the Local Authority and other support agencies. | E |
| The ability and commitment to champion students and promote the college positively in the community. | E |
| Deployment of Staff and Resources | Ability to support the headteacher in deciding on the effective deployment of staff. | E |
| Knowledge of conditions of funding for 16-19 FE provision | D |
| Understanding of the principles underlying effective financial management. | E |
| Understanding of managing and monitoring a budget. | D |
| A high level of computer literacy and ability to use systems | E |
| Personal Qualities | Emotional Resilience. | E |
| Effective interpersonal, communication and presentation skills. | E |
| Commitment to wellbeing management and good attendance at work. | E |
| Commitment to work/life balance. | E |
| Effective ICT skills. | E |