

Bramham Shadwell Federation



Bramham Primary School
Shadwell Primary School

Job Specification: Assistant Head with SENDCo responsibility

Date: September 2022

Person responsible: Sarah Richards, Executive Head Teacher

Non class-based role working across both Shadwell and Bramham Primary Schools.

<u>Person Specification</u>	Essential	Desirable
<p>Qualifications</p> <ol style="list-style-type: none"> 1. Qualified teacher status, Degree level qualification or equivalent 2. Further relevant professional / academic study and evidence of continuous professional development and knowledge of current issues in Education. 3. At least two years of proven strong, successful leadership and management experience in a Primary School 4. SENDCo qualification (complete or continuous) with current SENDCo experience and practice 5. Designated Safeguarding Lead training 	<p>X</p> <p>X</p>	<p>X</p> <p>X</p> <p>X</p>
<p>Qualities and Knowledge – show evidence of</p> <ol style="list-style-type: none"> 1. Hold and articulate clear vision, values and moral purpose, demonstrating optimistic personal behavior, and positive relationships and attitudes. 2. Demonstrate a strategic leadership style that is characterised by integrity, creativity, resilience and clarity. Understand how to empower all students and staff to excel in achieving <i>Excellence for All</i>. 3. Evidence of implementing, managing and evaluating change in a collaborative way. 	<p>X</p> <p>X</p> <p>X</p>	

<p>Pupils and Staff – show evidence of</p> <ol style="list-style-type: none"> 1. Raising standards that have impacted positively on pupil attainment and teaching and learning. 2. Significant experience in evaluating and using data to plan and improve pupil performance 3. A clear understanding of what makes good and outstanding teaching through a deep understanding of how students learn, and the ability to develop a culture where striving for outstanding teaching and learning is central to the Federation’s work 4. A commitment to valuing, supporting and encouraging the professional development of all staff members 	<p>X</p> <p>X</p> <p>X</p> <p>X</p>	
<p>Systems and Processes – show evidence of</p> <ol style="list-style-type: none"> 1. An understanding of how to create accountability systems with the support of the leadership team and combine data from a range of sources in order to maximise the achievement of children 2. A clear understanding of and commitment to promoting and safeguarding the welfare of children 	<p>X</p> <p>X</p>	
<p>Developing the Federation – show evidence of</p> <ol style="list-style-type: none"> 1. Evidence of building and nurturing a strong, positive and collaborative team culture that enables all staff to carry out their respective roles to the highest standard and for all staff to work effectively together to deliver school improvement 2. A commitment to building and maintaining effective and positive relationships with parents, carers, Governors, the wider community and other schools 3. Can inspire and influence others, within the school, to believe in the fundamental importance and value of education in children’s lives 4. Excellent communication skills and proven ability to listen to, understand and work effectively with all children, staff, Governors and parents 5. The ability to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level 	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	
<p>Commitment Demonstrate a commitment to:</p> <ol style="list-style-type: none"> a. Equalities and the Equality Act 2010 b. Promoting the Federation vision and ethos c. High ethical standards d. Relating positively to and showing respect for all members of the Federation and wider community e. Ongoing relevant professional self-development f. Safeguarding and child protection 	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	

This job specification is not your contract of employment, or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the Federation is changes. Nothing will be changed without consultation. This document must not be altered once it has been signed but it may be reviewed as part of the performance management process or as appropriate.