**House Lead – Personal Specification**

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| **Tasks/duties** | **Essential** | **Desirable** |
| Safeguard and promote the welfare of **all** students | * Enhanced DBS Clearance * Be willing to follow the school Safeguarding Policy and procedures and undertake mandatory Safeguarding training as directed by the school | * Have experience and understanding of practice and principles for Safeguarding children, young people or vulnerable adults within an educational setting |
| Education, training and qualifications | * Qualified teacher status * Evidence of continued professional development | * Middle Leadership Development Programme * Coaching Awards |
| Experience | * Proven managerial and leadership experience skills * Setting targets and monitoring pupil progress * Outstanding classroom practitioner * Organising and leading staff training | * Experience of managing small budgets |
| Knowledge and Understanding | * Effective teaching and learning strategies * Assessment for Learning * Effective leadership and management strategies * Effective use of ICT | * How to support multi-agency partnerships * How to use additional adults in the classroom effectively |
| Skills, abilities and attributes | * Excellent time and workload management * Ability to be flexible and adaptable * Effective communicator and listener at all levels * A passion and enthusiasm for working with students with SEND and the ability to relate well to them * To be able to work effectively under pressure * Ability to develop positive relationships with the whole school community and other relevant bodies * Friendly and approachable with a sense of humour | * Inspirational leadership with the ability to empower and enable staff through effective delegation * Ability in managing change * Ability to identify strengths and areas for development within a team |