**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
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| Education, training and qualifications | * Qualified teacher status
* Evidence of continued professional development
 | * Middle Leadership Development Programme
* Coaching Awards
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| 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
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| 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
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| 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
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