

**PERSON SPECIFICATION – LEAD OF INTERNAL ALTERNATIVE PROVISION**

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|  | **CRITERIA** | Essential/Desirable | Where assessed |
|  | **Qualifications and Education** |  |  |
| 1 | Educated to degree level | E | A/C |
| 2 | Qualified Teacher Status (QTS) | E | A/C |
|  | **Experience and Knowledge** |  |  |
| 3 | Experience of working with students who require alternative provision | E | A, I, R |
| 4 | Ability to teach across multiple subjects at Key Stages 3 and 4 | E |  |
| 4 | The ability to ensure good or outstanding learning and progress in lessons | E | A, I, R |
| 5 | Successful experience as a teacher able to provide evidence of successful outcomes in terms of student progress and attainment | E | A, I, R |
| 6 | Ability to motivate and engage students | E | A, I, R |
| 7 | Knowledge and impact of removing barriers to learning | E | A, I, R |
| 8 | Ability to accurately assess student performance and a commitment to providing useful feedback and intervening when students are not progressing at the expected rate | E | A, I. R |
| 9 | Ability to drive forward improvements to ensure that our Internal Alternative Provision remains strong and effective | E | A, I ,R |
| 10 | Knowledge and understanding of alternative curriculum provision and management of personalised learning | D | A, I, R |
| 11 | Experience of working with students with challenging behaviour to prevent suspension and disaffection | D | A,I,R |
|  | **Skills** |  |  |
| 12 | Strong interpersonal skills, and the ability to build effective relationships with a range of stakeholders, including parents, carers, external agencies and colleagues. | E | A, I, R |
| 13 | Ability to organise work, prioritise tasks and manage multiple priorities | E | A, I, R |
| 14 | Proactive, creative and adaptable approach to problem-solving, with the ability to show initiative and work collaboratively to find solutions | E | A, I, R |
|  | **Personal Attributes** |  |  |
| 15 | A commitment to safeguarding and promoting the welfare of children and young people | E | A, I, R |
| 16 | Flexible and able to use own initiative to meet the changing needs of our students | E | A, I, R |
| 17 | Personal integrity and a commitment to fairness and equality, ensuring all students have access to the same opportunities and support | E | A, I, R |
| 18 | A commitment to continuous improvement and professional development | E | A, I, R |
| 19 | A desire to undertake additional responsibilities and grow the role over time, through demonstrating a positive impact on the provision and students’ outcomes | E | A, I, R |

**Key: Where Assessed**

A – Application Form

C – Certificates

I – Interview

R - References

Please set out how you meet the essential and if appropriate desirable criteria in your application form. The person specification will be used to shortlist candidates for interview.