

The Governing Body of Birkdale High School wishes to appoint a person with the qualities to effectively help support and improve outcomes for all pupils and in particular to support their personal development in terms of exemplary behaviour and attitudes.

D – Desirable E – Essential L - Letter A - Application I - Interview

Personal attributes/skills	L	A	I
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Ethos				
1	Support for the aims and objectives of Birkdale High School	E	x	x
2	A commitment to work and liaise with all members of the school community	E	x	x

Qualifications / Training				
3	Grade C or above at Level 2 in English & Maths	E		x
4	Other relevant qualifications eg Level 3 qualifications	D		x
5	Other relevant qualifications eg. Undergraduate degree in education	D		x
6	Training in relevant area eg. safeguarding, social work	D		x
7	Social Work/Safeguarding specific qualifications	D		x

Experience				
8	Working with pupils in a high school or in another young person setting for a minimum of 2 years	E	x	x
9	Working with families in a supportive context	D	x	x
10	Leading a team to deliver a specific intervention strategy	D	x	x
11	An excellent awareness of behaviour, especially within a school setting	E	x	x
12	An excellent awareness of safeguarding, especially within a school setting	E	x	x
13	An excellent awareness of inclusion, especially within a school setting	E	x	x
14	Implementing a successful specific targeted intervention plan	E	x	x
15	Evidence of successful outcomes for pupils or young people	E	x	x
16	Working with young people with medical conditions	D	x	x

Knowledge and Skills				
17	The ability to quickly form relationships with pupils built upon trust and respect	E	x	x
18	The ability to inspire others and motivate a team	E	x	x
19	The commitment and ability to embrace and implement a shared vision	E	x	x
20	Excellent interpersonal skills reflected in the ability to lead and work with colleagues	E	x	x
21	Thorough understanding and ability to use a range of IT applications	E	x	x
22	A commitment to safeguarding of students	E	x	x
23	A knowledge of relevant policies, codes of practice and legislation relating to whole school and SEND	E	x	x
24	A knowledge and awareness of the issues surrounding the safeguarding of pupils in schools	E	x	x
25	An up-to-date knowledge of support offered by local authorities	E	x	x
26	The ability to facilitate and/or lead the training of pupils, parents and staff	E	x	x