

## Phase Leader

### Person Specification

#### Leadership Pay Scale

	ESSENTIAL	DESIRABLE
1. Qualifications	1.1 Qualified Teacher Status	1.1 Additional SEN qualifications 1.2 NPQML / NPQSL 1.3 SLE
2. Experience	2.1 Curriculum leadership in one or more subjects  2.2 Successful teaching experience within a special needs setting  2.3 Experience of working with pupils with a range of type and degree of SEND  2.4 Teaching experience in multiple key stages  2.5 Knowledge of statutory requirements relating to testing and/or examinations  2.6 Experience of leading a team	2.1 Experience of working with other non-educational agencies in supporting pupils with SEND  2.2 Experience of teaching in a range of settings – both mainstream and SEN  2.3 Expertise in a specific area of SEND (i.e ASD, PMLD etc)  2.4 Knowledge of Preparing for Adulthood and experience of delivering this in the classroom
3. Professional Development	3.1 Evidence of continuing professional development relating to wider school initiatives  3.2 Evidence of CPD relating to SEND and the special school curriculum in particular  3.3 Ability to identify own learning needs and to support others in identifying their learning needs	3.1 Experience of working with other schools organisations
4. Leadership	4.1 Ability to inspire and motivate staff, students, parents and governors  4.2 Ability to support and implement policies	4.1 Knowledge of the new Ofsted Framework, and the impact it has on classroom practice.  4.2 Experience of working with governors to enable them to fulfil whole-school responsibilities  4.3 Experience of appraisal and supporting the continuing professional development of colleagues

	<p>4.3 Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising the achievement of all pupils</p> <p>4.4 Ability to analyse data, develop strategic plans, set targets and monitor and evaluate progress towards these</p> <p>4.5 Experience of working in and leading teams</p> <p>4.6 Ability to delegate work and support colleagues in undertaking responsibilities</p> <p>4.7 Previous experience of leading a team of staff or a subject within a school</p>	<p>4.4 Experience of effective budget planning and resource deployment</p> <p>4.5 knowledge and experience of using coaching to support members of staff</p>
5. Teaching and Learning	<p>5.1 Experience of a range of successful learning and teaching strategies</p> <p>5.2 A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning</p> <p>5.3 Experience of effective monitoring of learning and teaching</p> <p>5.4 Secure knowledge of statutory requirements relating to the curriculum and assessment</p> <p>5.5 Ability to recognise teaching practice and model for others</p> <p>5.6 Knowledge of the SEND Code of Practice</p>	<p>5.1 A secure understanding of the requirements of the curriculum as a whole and to pupil's learning and development needs</p> <p>5.2 Knowledge of alternative curricular/vocational opportunities available for pupils with SEN</p>
6. Accountability	<p>6.1 Ability to communicate effectively, orally and in writing to a range of audiences</p> <p>6.2 Ability to provide clear information and advice to staff and governors</p>	<p>6.1 Experience of self-evaluation strategies</p>

<p>7. Skills, Qualities and Abilities</p>	<p>7.1 High quality teaching skills</p> <p>7.2 High expectations of pupils learning and attainment</p> <p>7.3 Strong commitment to school improvement and raising achievement for all pupils</p> <p>7.4 Ability to build and maintain good relationships</p> <p>7.5 Ability to remain positive and enthusiastic when working under pressure</p> <p>7.6 Ability to organise work, prioritise tasks, make decisions and manage time effectively</p> <p>7.7 Empathy with children and young people and parents</p> <p>7.8 Ability to self-reflect and identify personal areas for development</p>	
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***Daventry Hill School is committed to safeguarding children, promoting the welfare of all pupils, and expects all staff to share this commitment***