



PERSON SPECIFICATION



Our Managed Service Team have identified the traits above that they feel any Hamwic employee should have, with professionalism, honesty, emotional intelligence and commitment being the top traits.

Category	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> Qualified Teacher Status Degree National award for Special Educational Needs Co-ordination (or intent to embark on the award) Ability to identify own learning needs and to support others in identifying their learning needs 	<ul style="list-style-type: none"> Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning Experience of working with other schools/organisations/agencies Experience of leading/coordinating professional development opportunities Accredited SEND CPD
Experience	<ul style="list-style-type: none"> Experience of leading provision for children with SEN Substantial, successful teaching experience Experience of contributing to staff development 	<ul style="list-style-type: none"> Experience of teaching in more than one school Line management experience
Strategic Leadership	<ul style="list-style-type: none"> Clear vision for SEND and high aspiration for all children Strong understanding of the Code of Practice 	<ul style="list-style-type: none"> Evidence of having successfully translated vision into reality at whole school level

	<ul style="list-style-type: none"> • Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the school • Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these • Ability to develop teachers' pedagogy through a clear understanding of exemplary teaching • Understanding of and commitment to promoting and safeguarding the welfare of pupils 	
Teaching and Learning	<ul style="list-style-type: none"> • A secure understanding of the requirements of the National Curriculum and Early Years development • Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils • A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning • Secure knowledge of statutory requirements relating to the curriculum and assessment • Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management 	<ul style="list-style-type: none"> • Understanding of successful teaching and learning across the entire curriculum across EYFS and KS1 • Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management • Promoting SMSC of pupils across the curriculum

Leadership and management	<ul style="list-style-type: none"> • Experience of working and leading staff teams • Ability to delegate work and support colleagues in undertaking responsibilities • Effective organisational and time management skills • Understanding of effective budget planning and resource deployment 	<ul style="list-style-type: none"> • Leadership of middle management / phase leaders • Experience of working with governors to enable them to fulfil whole school responsibilities • Understanding of how financial and resource management enable a school to achieve its educational priorities
Accountability	<ul style="list-style-type: none"> • Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, governors, • Ability to provide clear information and advice to staff and governors • Able to hold staff to account for pupil progress 	<ul style="list-style-type: none"> • Experience of effective whole school self-evaluation and improvement strategies • Experience of presenting reports to governors • Leading sessions to inform parents • Experience of offering challenge and support to improve performance



HAMVIC
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PARTNERSHIP

Professional Skills, Qualities and Abilities	<ul style="list-style-type: none">• High quality teaching skills• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school• High expectations of pupils learning and attainment• Strong commitment to school improvement and raising achievement for all• Ability to build and maintain good relationships• Ability to remain positive and enthusiastic when working under pressure• Ability to organise work, prioritise tasks, make decisions and manage time effectively• Empathy with children• Good communication skills• Good Interpersonal skills• Stamina and resilience• Effective ICT skills	
Safeguarding	<ul style="list-style-type: none">• Commitment to maintaining confidentiality at all times• Commitment to safeguarding and equality	<ul style="list-style-type: none">• Experience of being a Designated Safeguarding Lead (DSL)