

Onsite Alternative Provision Leader Person Specification

	Essential	Desirable	Evidence
Qualifications & Experience	<ul style="list-style-type: none"> • Good Honours degree. • Teaching qualification + QTS. • Outstanding classroom practice that inspires students and adds value to their progress. • Ability to teach using various strategies and very skilled in adapting learning for need. • Use of ICT in teaching. • Knowledge and relevant experience of teaching KS3 & KS4. • Proven track record of having significant impact in current post. • Experience of pastoral work. 	<ul style="list-style-type: none"> • Leadership experience. 	Application form, selection process & references
Skills & Knowledge	<ul style="list-style-type: none"> • Experience working with students with SEMH needs. • Experience of leading a team. • Experience of designing and contributing to the evaluation of a curriculum that not only inspires but, significantly, secures excellent outcomes. • Ability to use data effectively to assess prior attainment, track progress and set student targets to support excellent outcomes for all. • Evidence of leading improvements in teaching & learning. • Experience in monitoring and evaluation of quality and standards. • Ability to work as a member of a team and independently. • An experience, effective and skilful teacher who has a positive presence in the classroom and around school. 	<ul style="list-style-type: none"> • Experience of working with outside agencies. • Knowledge of Restorative Practices. • Knowledge of Trauma Informed Practice. • Knowledge & experience of intervention packages. • Experience of evaluating the impact of intervention packages. • Experience of tracking the Graduated Response. • To be able to write and review a risk assessment. • To have worked as part of a child protection team. • To be Team Teach trained. 	Application form, selection process & references
Personal qualities and skills	<ul style="list-style-type: none"> • Commitment to lead the development of the provision. • Commitment to a restorative way of working. • A strategic leader. 	<ul style="list-style-type: none"> • Experience of raising attendance and outcomes. 	Application form, selection process & references

	<ul style="list-style-type: none"> • Must embrace inclusion for all students. • Enthusiastic, sensitive, flexible, hardworking, with a sense of humour. • Ability to inspire, motivate and influence others. • Ability to remain calm. • Ability to translate vision into reality. • Ability to work under pressure. • Determination, resilience and commitment. • Innovation and initiative. • High level skills of effective communication with staff and students, time management and prioritisation. • Excellent interpersonal skills and organisational skills. • Excellent attendance record • Willingness to participate in the extracurricular life of the school and lead international trip and visits. 		
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