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| ***Person specification –***  *Deputy Head of Education (Moreton)* | | |
| **Attribute** | **Essential** | **Desirable** |
| **Experience** | Experience working with young people who have Special Educational Needs (SEN) and/or Disabilities.  Previous experience working in an education environment and/or care environment.    Experience working with multi-agencies.  Experience in a leadership or management role within an educational setting. | * Experience of work placement support. * Previous experience working in a further education setting with high-needs students. * Experience of managing staff within an educational environment. |
| **Skills** | Strong verbal and written communication skills with a wide range of stakeholders.  Ability to support students across a range of ability levels.  Confident in using information technology for teaching, learning, and administration.  Proven leadership and team management skills.  Ability to develop and implement strategies that enhance student engagement and outcomes.  Experience of lesson observation, feedback, and professional development support.  Strong problem-solving skills and the ability to use own initiative.. | Experience of completing baseline assessment processes and reporting.  Familiarity with systematic instruction and workplace health & safety assessments.  Ability to use data analysis tools to monitor student progress. |
| **Qualifications** | Good knowledge of written and spoken English and numeracy at Level 2 or equivalent.  Relevant teaching, learning support, or educational leadership qualification. | Learning Support, Job Coach, Care, or Teaching qualification.  A recognised safeguarding qualification.  Further professional development in SEND education. |
| **Personality** | A positive role model for students, staff, and stakeholders.  Respectful and understanding of the diverse needs of students and all stakeholders.  Composed and calm when faced with challenging situations.  Able to demonstrate and promote the ethos of Employ My Ability. |  |
| **Motivation** | Able to motivate students and staff, contributing to a collaborative and effective team.  Innovative and creative in problem-solving and implementing improvements in service quality. |  |
| **Personal Circumstances** | Willingness to undertake regular training and professional development.  Ability to attend occasional after-work meetings.  Flexibility to work outside of standard hours to meet student and partner needs. |  |
| **Other** | Commitment to Equality and Diversity  Support the ethos of Employ My Ability and be fit to work with vulnerable young people | Current driving licence |