

Oak Learning Trust

Person Specification: Assistant Head (L5-L9)
at Columbia Grange School

Area	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status. 	<ul style="list-style-type: none"> Middle leadership qualification.
Experience	<ul style="list-style-type: none"> 2 years leadership experience. Leadership and management of a significant area that has led to raising standards across phase/pathways/key stage or core subject. Experience of raising standards across the whole school. Experience of working with pupils who have additional needs including a diagnosis of autism. Evidence of developing SEND provision. Delivering outstanding teaching with a passion for learning. Accountability for and proven track record of school improvement. Experience of developing staff and planning and delivering CPD. Experience of working with parents/carers and external agencies. 	<ul style="list-style-type: none"> Developing parental relationships to support learning. Experience of working in a provision which caters for pupils with autism. Involvement in forest school initiatives and activities.

Skills, Knowledge and Aptitude	<ul style="list-style-type: none"> • Excellent knowledge of assessment for pupils with SEND. • An excellent understanding of the essential components of effective teaching and learning. • Excellent knowledge of how to support staff to improve the quality of teaching and learning and outcomes for pupils. • Good knowledge of safeguarding and child protection issues. • Be able to develop good and effective working relationships with all relevant school partners. • An ability to work effectively under pressure. • Be able to communicate effectively, using a variety of means, to a wide range of audiences. • Ability to support, motivate and inspire colleagues, leading by example. • Have experience of teaching systematic phonics. • Be able to identify where aspects of the national curriculum can support and enhance teaching and learning within a specialist provision for specific pupils and support staff to implement. 	<ul style="list-style-type: none"> • A good understanding of learning outside of the classroom. • Knowledge and experience of the negotiated curriculum.
Additional Factors	<ul style="list-style-type: none"> • Clear personal vision for education. • Ambition and drive for pupil and school improvement. • Creativity, energy and enthusiasm. • Contribute to the school's role within the community. • Promote the school's vision and ethos. • Positive approach to all aspects of school life. • Committed to continuous personal and professional development. • Engage in school's extracurricular activities (e.g., discos, school fairs etc). • Good relationships with all stakeholders. 	