

Federation of Cherry Oak School, Victoria School and Victoria College

**Assistant Head Teacher (Head of College)**  
**Person Specification - Salary Range L11-L15**

	<b>Essential</b>	<b>Desirable</b>	<b>How assessed</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified teacher status or recognised equivalent</li> </ul>	<ul style="list-style-type: none"> <li>Qualifications in educational leadership or management</li> </ul>	<p>Application</p> <p>Application</p>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Evidence of a whole school or departmental responsibility</li> <li>Experience of turning policy into effective and successful practice.</li> <li>Leadership of a significant area or phase including responsibility for raising standards</li> <li>Recent SEN experience, preferably PMLD.</li> </ul>	<ul style="list-style-type: none"> <li>Recent experience of working successfully as a senior or middle leader in a school or College.</li> <li>Experience of working with young adults aged 19-25</li> </ul>	<p>Application Interview</p> <p>Application Interview</p> <p>Application Interview</p> <p>Application Interview</p> <p>Application Interview</p> <p>Application Interview</p>
<b>Professional Knowledge</b>	<ul style="list-style-type: none"> <li>A clear understanding of the essential qualities necessary for effective teaching and learning in general and for students with PMLD</li> </ul>	<ul style="list-style-type: none"> <li>Up to date knowledge of statutory regulations and guidance relating to the post including Post 19 provision</li> </ul>	<p>Application Interview</p> <p>Application Interview</p>

<b>Professional Skills</b>	<p>Can demonstrate the ability to:</p> <ul style="list-style-type: none"> <li>• Analyse data, to evaluate the performance of student groups, student accreditation and plan an appropriate course of action for 19-25 progress</li> <li>• Review 19-25 systems to ensure the robust evaluation of Post 19 performance and actions.</li> <li>• Lead and manage the Post 19 provision to successfully achieve agreed goals.</li> <li>• Be an effective team player that works collaboratively and effectively with others.</li> <li>• Develop and deliver effective and inspirational professional development for staff (including mentoring and coaching as appropriate).</li> <li>• Communicate effectively with a wide range of different audiences (verbal, written, using ICT as appropriate).</li> <li>• Demonstrate high quality teaching strategies.</li>   <li>• Support, motivate and inspire both colleagues and pupils by leading through example.</li> <li>• Contribute effectively to the work of the Executive Headteacher and senior leadership team</li> <li>• Deal successfully with situations that may include tackling difficult situations and conflict resolution.</li> <li>• Working successfully with a range of external agencies.</li> </ul>		<p>Application Interview</p> <p>Interview</p> <p>Interview</p> <p>Application Interview</p> <p>Interview</p> <p>Application Interview</p> <p>Application Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Application Interview</p>
<b>Commitment</b>	<p>Demonstrate a commitment to:</p> <ul style="list-style-type: none"> <li>• Equalities</li>   <li>• Promoting the Federation’s mission, vision, ethos and</li> </ul>		<p>Application</p> <p>Interview</p>

	<p>values</p> <ul style="list-style-type: none"> <li>• Creating a high quality, stimulating learning environment</li> <li>• Relating positively to and showing respect for all members of the college and wider community</li> <li>• Ongoing relevant professional self-development</li> <li>• Safeguarding and protection of vulnerable adults.</li> </ul>		<p>Reference Application Interview Reference Interview Application DBS Clearance</p>
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**Notes to candidates**

Candidates who apply for this post are asked to refer to the above requirements when writing a personal statement in order to show how they meet the selected criteria with examples demonstrating impact. In addition, we advise you that:

**The ideal candidate will be:**

- Able to demonstrate their suitability to work with young adults. This will include motivation, ability to maintain appropriate relationships with young adults with SEN, emotional resilience to challenging behaviour, and attitudes to the use of authority and maintenance of discipline
- Courageous, positive, resilient, enthusiastic, respectful and adaptive
- An eager learner with a can-do attitude
- A reflective person and practitioner
- Totally committed to workforce development and distributed leadership
- Able to remain calm under pressure
- In favour of open, consultative, collegiate management style