

**PERSON SPECIFICATION**  
**Learning and Support Team Leader**

Category	Essential	Desirable
<b>QUALIFICATIONS</b>		
GCSE English at Grade C or above (or equivalent)	*	
GCSE Maths at Grade C or above (or equivalent)	*	
Relevant training courses in the development of knowledge, skills and understanding related to Inclusion, Learning Support, Progress and Wellbeing	*	
Child Protection Training		*
Further qualifications in the area of SEND / Learning / Progress / IT		*
<b>EXPERIENCE</b>		
Experience of leading and supporting others within an educational setting	*	
Experience of working positively alongside pupils who can demonstrate the need for immediate pastoral/inclusion support for safety	*	
Demonstrable experience of successful working with young people and families, using approaches such as PACE and UPR	*	
Demonstrable understanding of how to work successfully with specialist support services	*	
Experience of supporting pupils with SEMH / ASD	*	
Experience of successfully building relationships for learning and excellence	*	
Thorough understanding of relevant legislation and local guidance, to enable and empower high-quality Learning Support	*	
Experience of leading, and being responsible for, successful outcomes within a multi-agency setting for pupils with SEND		*
Current knowledge about primary curriculum outcomes, in support of learning and progress		*

Working understanding about the role and impact of the SENDCo role		*
<p style="text-align: center;"><b>SKILLS</b></p> <p>Strong working knowledge and understanding of IT, particularly in the areas of monitoring, recording, presentation and data trending</p> <p>Strong ability to use word-processing, spreadsheet and database software</p> <p>Strong ability to prioritise, with effective decision-making skills.</p> <p>Excellent interpersonal and communication skills, alongside the ability to work with people at all levels</p> <p>Ability to maintain resilience, understanding and positive thinking when working with challenging pupils</p> <p>To be able to demonstrate and inspire trust from the whole school community, in line with the culture and ethos of Resilience, Safety and Respect</p> <p>To be able to make effective and evidence-based decisions as part of a high-functioning team, working alongside and leading others in the successful implementation of actions and outcome goals</p> <p>Full driving licence</p>	<p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p>	
<p style="text-align: center;"><b>QUALITIES &amp; APTITUDE</b></p> <p>Ability to work and proactively lead, as part of an inclusive team</p> <p>Self-motivating, with the ability to multi-task toward a shared outcome</p> <p>Organised, with highly effective planning skills</p> <p>Reflective, resilient, responsive and reliable</p> <p>Ability to inspire and empower others, whilst holding them to account</p> <p>Is vision centred and solution focused</p> <p>Is someone who understands the collective need to define and reach a goal, whilst being able to implement the small steps to get there</p> <p>Holds a natural ability to connect with young people</p>	<p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p>	

Holds a flexible and team-based approach, toward pupil focused outcome	*	
Has a keen understanding about their own personal skills and qualities	*	
Listens to others with authenticity	*	
Flexible and adaptable, whilst being calm, clear and kind	*	

**Authentic Education Group Is Committed To Providing A Safe, Supportive And Stimulating Environment For All Its Pupils Following Keeping Children Safe in Education Guidelines. This Post is Exempt from the Rehabilitation of Offenders Act 1974**

**Courageous, Innovative, Excellent**