



Person Specification

Deputy Head of Provision Scale 6: GROW (Primary)

Qualifications & Experience	Essential	Desirable
<ul style="list-style-type: none">• NVQ Level 3 in learning support/behaviour support or equivalent qualification/experience• Successful experience working with children in a school or similar environment• GCSE Grade 4 in English and Maths or equivalent (C grade or above)		*
Skills and Knowledge	Essential	Desirable
<ul style="list-style-type: none">• Being aware of and working with policies in relation to inclusion, child protection and physical contact with pupils.• Good working knowledge of ICT to support learning• Ability to write detailed reports, letters and complete returns.• Ability to use clear language to communicate information unambiguously and to listen effectively• Specialist language/communication skills if appropriate• Ability to negotiate effectively with adults and children• Ability to demonstrate a range of effective behaviour management strategies• Ability to demonstrate that you encourage the inclusion of pupils with emotional and/or behavioural difficulties in a mainstream setting• Good understanding of the school curriculum• Good working knowledge of specialist curriculum area(s) if appropriate• Good understanding of child development• Ability to assess progress and performance and recommend appropriate strategies to support development• Participate in the evaluation of the support programme and to contribute to assessment, planning, monitoring and evaluations.• Understand and support the importance of physical and emotional wellbeing programme• Ability to make a proactive contribution to the work of the team supporting children, their families and carers• Ability to work with parents and carers to improve support for children	*	*

● Contribute to the development and implementation of effective systems to share and safeguard information	*	
● Demonstrate a highly creative approach to supporting children and an ability to resolve problems independently	*	
Personal	Essential	Desirable
● Ability to establish rapport and respectful and trusting relationships with children, their families and carers and other adults	*	
● Ability to make a distinctive contribution to the work of a team	*	
● High expectations of self and others	*	
● The ability to work to deadlines and under pressure	*	
● Ability to ensure confidentiality	*	
● Ability to be a self-starter, work in a team and deliver agreed objectives	*	
● Approachable	*	
● Identify and undertake personal development opportunities and suggest personal development targets	*	



GREATER THAN THE SUM OF ITS PARTS