

## Standards and Quality Support Lead of College

### Person Specification

The person specification shows the abilities and skills you will need to carry out the duties in the job description. Shortlisting is carried out based on how well you meet the requirements of the person specification. **You should mention any experience you have which shows how you could meet these requirements when you fill in your application form.** If you are selected for interview, you may be asked to undertake practical tests to cover the skills and abilities shown below:

Qualifications/Experience	Priority
Qualified Teacher Status.	Essential
Significant experience of working in the specialist school and/or College sector.	Essential
Significant experience of demonstrating outstanding teaching of students who have SEND and complex needs.	Essential
Additional leadership or management qualification.	Desirable
Internal Verification Award (V1) or lead internal verifier experience for functional skills and/or vocational qualifications from entry level to Level 2.	Desirable
<b>Abilities, Skills, and Knowledge</b>	
Able to demonstrate strong practitioner skills, such as being an outstanding classroom practitioner, confidence in supporting challenging behaviours and curriculum innovation.	Essential
Able to maintain exemplary professional standards, establishing and maintaining quality external relationships with families, carers, professionals, employers, LAs, funding bodies and other partners to provide the strongest possible advocacy for students.	Essential
Able to lead and coach lecturers to develop outstanding practice through planning and delivery of continuous professional development, performance review, supervision, and support.	Essential
Knowledge of a range of SEND, including ASD, and how to make outstanding provision for students across the spectrum, including those with complex and profound needs as well as those with SEMH.	Essential
Ability to demonstrate a deep understanding of complex challenging behaviour and the ability and knowledge to confidently support staff to work proactively with such challenges, linking theory to practice as appropriate.	Essential

An understanding of work-related pathways, including Traineeships and Apprenticeships, and how these can be accessed by students with different profiles of need, including complex needs and SEMH.	Essential
Skills in developing bespoke and creative approaches to assessment that ensure small steps of progress are accurately captured and that students have a strong evidence base of progress over time.	Essential
Able to lead on aspirational objective and target setting relevant and meaningful for individual students so that outcomes and destinations are life-changing for them.	Essential
Able to communicate a commitment to the view that students with the full spectrum of SEND and other complex needs can and do achieve and be able to effectively promote equality and diversity.	Essential
Able to strategically coordinate and support the College's Safeguarding Team, reporting to the College Principal in accordance with the College's policy and Ofsted framework. Ability to competently act as Designated Lead for Safeguarding as required and appropriate.	Essential
Able to produce and present high-quality reports, including the use of statistical data, for a range of audiences, including the Head of College, Local Governing Body and OHC&AT CEO.	Essential
Ability to write concisely, coherently, and effectively to a range of audiences and for a range of purposes.	Essential
The ability to communicate highly effectively verbally and to have the presence and knowledge to represent the College to the wider OHC&AT family and external partners to a high standard.	Essential
Able to demonstrate excellent organisational skills and prioritise effectively to manage work and meet deadlines.	Essential
Able to deliver high quality training and professional development for a range of audiences, including external partners.	Essential
Evidence of being up to date with current policy developments, initiatives and legislation and the ability to summarise such things to support and inform staff and promote better outcomes for students.	Essential
Able to be flexible and travel to different sites across the College and the Trust family as required.	Essential