Budmouth Academy Weymouth
Person Specification
C & I Base Manager

Qualities and Attributes	Essential	Desirable	Source of Evidence
Qualified Teacher Status and Degree		✔	A/I
Experience of teaching across the 11-18 age range	✔		A
Have a successful and strong track record in Inclusion with SENCO in a secondary setting	✔		A
Outstanding classroom practitioner with the ability to adapt curriculum for pupils working 2–3 years behind age-related expectations.	✔		
Excellent teaching and learning practice	✔		A
Specialist Knowledge			
Has an understanding of current educational issues	✔		I
Solid knowledge of the SEND Code of Practice, EHCP Annual Review processes, and mainstream curriculum differentiation.	✔		A/I
Experience with Speech & Language Therapy (SALT) and Occupational Therapy (OT) integration.		✔	A/I
Proven experience delivering targeted interventions and individual support plans for pupils with C&I needs. Experience in multi-agency working (EPs, Specialist Teachers, Social Services, Health).	✔		A/I/R
Has strategies for raising standards in Secondary Education		✔	A/I
Can use monitoring strategies to inform intervention and lead to positive learning outcomes	✔		A/I
Ability to demonstrate a shared vision which inspires and motivates staff and other members of the school community	✔		A/I
Leadership and Management			
Shows awareness of whole school issues	✔		I
Has the ability to translate vision into practice		✔	I
Ability to lead training to support other members of staff to meet the needs of students with additional needs.		✔	A/I/R
Strong leadership, coaching, and team management capabilities.	✔		A/I/R
Has the ability to lead the development of new ways of thinking about learning and teaching		✔	A/I/R
General and Personal Qualities			
Has good oral and written communication skills	✔		I
Ability to work under pressure and meet professional deadlines	✔		A/I
Has the ability to work with a range of partners both within the school and beyond in the wider community		✔	A/I
Able to develop and maintain good relationships with students, staff, parents/carers and the wider community	✔		A/I
Demonstrates the ability to drive projects forward and successfully completes projects		✔	I/R
Has the potential for further advancement		✔	I/R
Ability to work collaboratively with the Leadership team.	✔		A/R

Personal Characteristics			
Commitment to excellence	✔		I
Impact and influence		✔	I/R
Personal conviction	✔		I/R
Initiative		✔	I/R
Analytical thinking	✔		I
Team worker	✔		I
Challenges and supports	✔		I
Respect for others	✔		I
Resilience and determination	✔		!

(A= APPLICATION FORM I = INTERVIEW R= REFERENCE)