



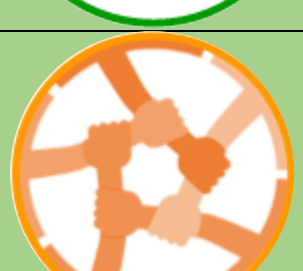


Job Description

Post	Head of Learning Support
Pay Scale	UQ 3-6

This post is subject to Teachers Pay and Conditions. The postholder is expected to uphold the Professional Teacher Standards.

	<ul style="list-style-type: none"> • Set high expectations for students • Support students in and out of the classroom • Lead Skills Sessions and other lessons where/when appropriate • Remove barriers to learning for students • Achieve excellent outcomes for attendance and behaviour across the school
	<ul style="list-style-type: none"> • Enable students to achieve high aspirations • Enable parents and students to work effectively with school • Set challenging targets for students • Provide packages of personalised support to enable students to dream big (including IAG) • Be a successful role model for students
	<ul style="list-style-type: none"> • Maintain a safe environment for everyone • Be a specialist at dealing with challenging behaviour • Monitor the effectiveness of provision for all students • Demonstrate a firm but fair approach to students • Deal with behaviour in line with school policies • Lead by example by having excellent attendance • Treat others with dignity and respect
	<ul style="list-style-type: none"> • Lead outstanding attainment and progress pastorally • Praise the achievement of students • Assess students' needs for areas of difficulty • Effectively safeguard students as the Deputy DSL • Line Manage staff as directed by the Principal • Co-ordinate the Key Working system in school • With the Principal manage pastoral aspects of school
	<ul style="list-style-type: none"> • Act as the point of contact for external agencies • Offer personalised support to PP, LAC, SEND students • Demonstrate positive relationships with students • Be a key point of contact for parents • Communicate with parents regularly • Lead external agency referrals • Co-ordinate the provision mapping within SIMS



Personal Specification

Skills	Assessed
Qualifications <ul style="list-style-type: none"> English and Maths GCSE (C or above/ Grade 4 or above) Relevant qualification in supporting learning/degree level qualification 	AF AF
Experience <ul style="list-style-type: none"> Evidence of managing young people who have challenging behaviour Has managed a provision/aspect of a school (for example safeguarding/SEN/Behaviour Unit/Year Group) Lead and attended appropriate CPD Proven track record at transforming outcomes for young people 	I, R AF AF I, R
Knowledge <ul style="list-style-type: none"> Understands young people with challenging behaviour To apply the schools policies effectively Working with parents and families effectively How external agencies work and how students are referred Safeguarding, SEN, Attendance policies and the law Understanding how to work with students in and out of the classroom School based systems and procedures for supporting learning 	O AF, R AF O I O I, R
Leadership <ul style="list-style-type: none"> Has high standards and expectations of yourself Sets high standards for others Is a motivator of others Can inspire young people to dream big An effective team player Has integrity and accountability Has excellent intra/interpersonal skills Does not shy away from a challenge Has experience on a Leadership Team or as a Governor Can effectively line manage other staff 	AF O O I I I, R I I, R AF AF
Removing Barriers to Learning <ul style="list-style-type: none"> Strong communicator Can work with young people in a range of settings Can form outstanding relationships with young people Create effective packages of support and deliver them Knows attendance procedures and protocols Can deliver family support work Can assist in the successful running of the school Has excellent time management and organisational skills Strives to drive achievement and standards Is resilient and possess an excellent sense of humour 	AF I O O I I, R I O R I

AF – Application Form, I – Interview, O – Observation, R – Reference

