

Pokesdown Community Primary School Resource Base Leader - Person Specification

Qualifications and Training

Criteria	Essential	Desirable
Qualified Teacher Status (QTS)	✓	
Evidence of recent and relevant professional development	✓	
Training in Autism-Informed Practice	✓	
Additional SEND qualification		✓
NASENCO qualification or equivalent SEND leadership qualification		✓
Training in Trauma-Informed Practice and/or therapeutic approaches		✓

Experience

Criteria	Essential	Desirable
Successful experience of teaching pupils with SEND	✓	
Experience of adapting teaching, learning and the curriculum to meet a range of needs	✓	
Experience of developing, implementing and reviewing personalised learning programmes	✓	
Experience contributing to EHCP outcomes and Annual Reviews	✓	
Experience working collaboratively with families and external professionals	✓	
Experience of leading, mentoring or developing staff		✓
Experience within a specialist resource base or specialist provision		✓
Experience of monitoring and evaluating provision to improve outcomes		✓

Knowledge and Skills

Criteria	Essential	Desirable
Excellent knowledge of the SEND Code of Practice and relevant legislation	✓	
Strong understanding of inclusion, adaptive teaching and neurodiversity	✓	
Knowledge of autism and evidence-informed SEND practice	✓	
Understanding of therapeutic and relational approaches to behaviour support	✓	
Ability to develop and implement bespoke learning programmes	✓	
Ability to lead curriculum development for pupils with complex SEND	✓	
Ability to develop an integrated and adaptive curriculum aligned with the school vision	✓	
Effective assessment, progress monitoring and target-setting skills	✓	
Ability to analyse information and use it to improve outcomes	✓	
Strong organisational and time-management skills	✓	
Excellent communication and interpersonal skills	✓	
Ability to build positive relationships with a wide range of stakeholders	✓	

Leadership and Personal Qualities

Criteria	Essential	Desirable
Ability to provide strategic leadership for the Resource Base	✓	

Ability to inspire, motivate and develop colleagues	✓	
Commitment to inclusion and high aspirations for every child	✓	
Belief in the potential of all pupils to learn, thrive and succeed	✓	
Resilience, flexibility and a positive attitude to challenge and change	✓	
Strong emotional intelligence, empathy and professional integrity	✓	
Reflective and solution-focused practitioner	✓	
Commitment to safeguarding and promoting the welfare of children	✓	
Commitment to ongoing professional development	✓	

Safeguarding

Pokesdown Community Primary School is committed to safeguarding and promoting the welfare of children. All appointments are subject to satisfactory completion of safeguarding checks, including an enhanced DBS check and reference checks in line with Keeping Children Safe in Education (KCSIE).

Pokesdown Community Primary School is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.