

Person Specification – Isolation Provision Manager

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	Relevant degree or equivalent qualification
2	Knowledge of effective approaches to support learners with behavioural problems
3	Able to form effective relationships with a wide range of people
4	Able to plan own work load and meet deadlines
5	Able to work on own initiative

Desirable

6	Qualification relating to the support of learners e.g. teaching, coaching, instructing, guidance, social work,
7	Knowledge of trends and developments in teaching, learning and behaviour modification
8	Knowledge of the needs of 11-16 year old students

Part B: Assessment Stage

Items (insert any relevant numbers e.g. 1, 3 and 8) of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	Positive attitude and empathy with disaffected students
2	Participative style
3	Self-directed with a high level of personal drive
4	Strong personal commitment to the school's values
5	Keen to embrace and deliver change
6	Commitment to achieving excellence through continuous improvement
7	Ability to work flexibly (early/late) to meet school requirements
8	A strong interest in and commitment to continuous personal learning and development

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	No	Structured discussion with pupils	Yes

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	Barred List check
4	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)

