

# THE BISHOP OF WINCHESTER ACADEMY

## Person Specification- ALC Manager

### Ethos

#### *Essential*

- Support the sponsors' vision, Christian Ethos and values that are embedded in the day-to-day and long-term running of the academy.
- Each post holder must share the commitment of the sponsors' principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope.
- All academy post-holders are expected to contribute to the development of young people and the community.

### Education, Training and Qualifications

#### *Essential*

- Good numeracy/literacy/ICT skills
- Maths and/or English Grades GCSE A-C
- Educated to at least A Level

#### *Desirable*

- Relevant training for working with young people aged between 11-18

### Skills and Abilities

#### *Essential*

- Ability to work successfully with pupils with challenging behaviour
- Ability to work alone with students for long periods
- Ability to communicate at all levels i.e. Staff, students, parents and professionals.
- Flexible and able to respond quickly to new situations, remaining calm and confident.
- Proven ability to work under pressure.
- Able to find creative solutions for day-to-day problems.

#### *Desirable*

- Excellent skills in taking ownership of issues as a professional specialist.
- Experience of assisting students in crisis.

### Specialist Knowledge

#### *Essential*

- Understanding of relevant policies/codes of practice and awareness of relevant legislation
- Understanding of behavioural strategies
- Basic understanding of child development and learning
- General understanding of national/foundation stage curriculum and other basic learning programmes/strategies

#### *Desirable*

- Understanding classroom roles and responsibilities and your own position within these.
- Understanding of Child Protection and the new SEND Code of Practice

### Experience

#### *Essential*

- Training in or experience of working with young people who have emotional or behavioral difficulties.

#### *Desirable*

- Training in the relevant learning strategies
- Experience of working in a secondary school setting

### Attitude

#### *Essential*

- Fully committed to all Academy Policies.
- Strong disciplinarian who is hard working and self-motivated.
- Resilient with a manner and demeanor that is a role model for young people.
- A commitment to and an enthusiasm for the post.
- Innovative and able to diffuse difficult situations calmly and confidently.
- Good judgement over matters of integrity and confidentiality in dealing with sensitive issues.
- Flexible and adaptable to suit the needs of the Academy.

