



Chadsgrove Educational Trust Specialist College

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Person Specification - College Principal

The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder has an implicit duty to promote the welfare of all staff, children, and young people, and to be committed to promoting diversity and inclusion at all times.

Role and Competencies	Essential	Desirable
Qualifications		
Educated to a degree level with a specialist qualification in SEND	x	
Qualified Teacher Status	x	
Educational Leadership Qualification, Level 5 or above	x	
Project management qualification Level 5 or above		x
Specific knowledge, experience and skills		
Proven ability to develop, lead and monitor a culture of safeguarding	x	
Substantial experience of leading and managing SEND educational provision for young people aged 16 and over at a senior level	x	
Teaching experience with young people with severe and profound learning disabilities and complex medical needs	x	
Detailed knowledge and working practice of managing safeguarding policies and practice with students with SEND	x	
Experience of strategic planning and delivery of growth, including financial planning	x	
A strong track record in solving complex problems	x	
Experience of leading and managing multi-disciplinary staff teams with internal and external post holders	x	
Experience of working effectively with parent carers	x	
Experience of contracting external services such as health		x
Experience of sound financial planning and effective budget management	x	
Experience of networking at a local and national level that leads to improvements in the quality of education	x	

Excellent oral and written communication skills to diverse audiences	x	
Experience of managing organisational wide systems such as IT and human resources		x
Experience of developing partnerships that lead to growth and quality improvement	x	
Proven ability to manage a change process with staff and key stakeholders	x	
Good understanding of health and safety in the workplace and how this pertains to learners, staff and visitors	x	
Experience of working with charities to secure funding		x
Knowledge of staff recruitment practice and an understanding of retention in the sector		x
Knowledge of business development and marketing to promote growth		x
Qualities and Professional Attributes		
Demonstrates their expertise and commitment to safeguarding in all aspects of working life	x	
Demonstrates their knowledge and commitment to equality, diversity and inclusion	x	
Ability to communicate and develop the College's vision and values that enables growth and maintains the highest standards of quality	x	
Takes responsibility for own continuous professional development and enables others to develop themselves in line with College priorities	x	
Able to prioritise and manage own workload and well-being	x	
Able to network effectively to secure professional partnerships	x	
An ability to drive forward innovative practice	x	
Understands new technology and systems that will enhance the College's efficiency		x