

PERSON SPECIFICATION

HEADTEACHER

The person specification shows the abilities and skills you will need to carry out the duties in the job description. Short-listing will be carried out on the basis of how well you meet the requirements of the person specification. **You should indicate clearly how you meet each of the requirements with examples when you complete your application form and supportive statement.** If you are selected for interview the recruitment and selection procedure will collect evidence from any of the following activities:

- **Application Form**
- **Supportive Statement**
- **Interview**
- **Presentation**
- **Tasks**

A. QUALIFICATIONS

1. Qualified teacher status.
2. NPQH accreditation, or working towards it, or serving Headteachers who are exempt.

B. EXPERIENCE

1. Experience of performing a senior management role in a Primary or Secondary school and likely to be or has been, a successful head or deputy head teacher of a special or mainstream provision.
2. Experience of developing a strong vision and inspiring others to work towards it.
3. Experience of strategic financial planning, budgetary management and resource allocation that supports excellent teaching and learning.
4. Experience at senior manager level of effectively leading and managing people.
5. Experience in and commitment to distributed leadership and building future leaders.
6. Experience in leading and managing complex projects effectively.
7. Experience of working in a pressured environment.
8. A successful track record of devising innovative solutions.
9. A proven track record in developing and implementing strategies which have improved and enhanced educational standards.
10. Experience of monitoring the curriculum to ensure inclusion and access for all pupils.
11. Experience of using a range of evidence to support, monitor and evaluate performance.

12. Experience of undertaking whole school self-evaluation and performance monitoring including using data to analyse performance.
13. Experience of / ability to work successfully in a school improvement role e.g. as a Local Leader of Education/LA School Improvement work etc.
14. A record of recent professional development that has helped prepare you for this position.

C. KNOWLEDGE AND SKILLS

1. Knowledge and understanding of how to adapt curricular issues for pupils with a range of Special Educational Needs.
2. Ability to lead, motivate and inspire children with special educational needs and staff.
3. A passion for continuous improvement.
4. Excellent written and oral communication skills.
5. A high level of numerical ability.
6. Good skills in analysing and interpreting data.
7. Sound financial management skills with an innovative approach to fundraising to support school activities.
8. Ability to develop and implement strategies to improve effective teaching and learning for children with disabilities and special educational needs.
9. Ability to collaborate with others, both internally and externally, to secure the best outcomes for pupils.
10. A commitment to safeguarding and promoting the welfare of children.
11. Ability to develop effective relationships with all stakeholders, including pupils, governors, parents, carers, local government and the wider community.
12. A good understanding of the legal issues and guidance relating to managing a school.
13. A good understanding of current legislation and policy in an educational environment.
14. Ability to analyse relevant data to monitor pupils' progress, set and achieve ambitions, challenge goals and targets and identify areas for improvement with the focus on every pupil achieving their full potential.