|  |  |
| --- | --- |
| **Person Specification**  **Assistant Headteacher**  **Full Time & Permanent** | |
| **QUALIFICATIONS / EXPERIENCE**   * Qualified Teacher status with degree qualification (DFE Number required). * Evidence of successful continuous professional development. (Higher qualifications are desirable) * Significant recent experience of working with pupils with Learning Difficulties and Disabilities (SEND) in a special setting or a mainstream setting which provides for pupils with a range of SEND and complex needs. * Experience of leading whole school initiatives with evidence of how you have impacted upon the young people in your care. * Excellent team-building skills and be able to give specific examples of how you have achieved this and how you have disseminated your practice to the staff you line manage. * A successful current middle or senior leader. * To have a thorough knowledge and understanding of safeguarding policies and procedures in an education setting.   **PROFESSIONAL KNOWLEDGE AND SKILLS**   * Current educational issues and developments including national policies, priorities, legislation and specialist schools. * To have an understanding of the ‘Preparing for Adulthood’ national agenda. * To be a quick thinker who can approach challenges in an analytical way and be able to motivate a team to provide solutions. * The links between a robust Performance Management system, school self-evaluation and school improvement planning. * To have a high level of initiative and seek to improve all aspects of our work particularly in the area of whole school progress tracking. * The skill to build on the strength and expertise of individual staff and be able to motivate, lead and empower others, showing evidence of this in your present post. * To have the knowledge and understanding of SEND policies and legislation around EHCP’s. * To have effective interpersonal skills in managing a staff team and to be able to lead others to ensure effective distributive leadership. * To understand the role of continual self-evaluation in ensuring that provision is the best it possibly can be and be able to effectively carry this out in your department. * To have excellent written ability to write and present complex reports to inform and promote the school to a range of audiences. * Understanding of Personal and Social Development for students with SEND * Ability to lead others on Assessment and Data * Thorough understanding of Cultural Capital and the impact on students with SEND   **PERSONAL QUALITIES**   * To be able to work under pressure and to meet tight deadlines and to lead others to do the same. * To be able to present to a large audience and share your ideas in order to develop a shared vision or goal. * To have integrity, passion, energy, presence, resilience and patience * To be able to work flexibly on some occasions where the need arises. * Ability to work closely with the senior leadership team on shared projects. * Be able to commit to the wider life of the school and set an example to other staff. | **ASSESSED BY**  Application Form / Interview  Interview / Presentation  Interview |