

Person Specification
Assistant Headteacher - KS5
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.

PROFESSIONAL KNOWLEDGE AND SKILLS

- Current educational issues and developments including national policies, priorities, legislation and specialist schools.
- To know the philosophy 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.

ASSESSED BY

Application Form / Interview

Interview / Presentation

- 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.

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.

Interview