

	Essential Criteria	Desirable Criteria
<b>Strategic Direction and Development of the School</b>	<ul style="list-style-type: none"> <li>➤ Ability to support the headteacher and governing body in the development of the strategic vision and school direction to secure excellent special needs provision within the school</li> <li>➤ Experience of developing and implementing whole school policies</li> <li>➤ Ability to support the headteacher in leading staff through the process of school improvement</li> <li>➤ Ability to take a leadership role in ensuring the delivery of inclusive practice and equal opportunities for all</li> <li>➤ Skills and experience in working in partnership with families</li> <li>➤ Evidence of effective partnership with governors</li> <li>➤ Evidence of effective working relationships with other key stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>➤ Knowledge of the wider curriculum beyond school and the opportunities it provides for pupils and the school community</li> <li>➤ To have been part of a school governing body</li> </ul>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>➤ Teaching experience in a special school and across different key stages</li> <li>➤ To be an outstanding classroom practitioner</li> <li>➤ Experience of implementing the positive principles and practices of best practice behaviour management and associated strategies</li> <li>➤ Deep understanding of curriculum and planning processes and a proven ability to adapt the national curriculum in order to meet the needs of children with a range of special educational needs</li> <li>➤ Evidence of effective use of assessment and data analysis to drive outcomes for pupil progress and school improvement priorities</li> </ul>	<ul style="list-style-type: none"> <li>➤ Teaching experience in the primary phase of a special school</li> <li>➤ Experience of key stage national strategies and their impact on teaching and learning in special education</li> </ul>

	Essential Criteria	Desirable Criteria
<b>Leading and Managing Staff</b>	<ul style="list-style-type: none"> <li>➤ Ability to influence and monitor staff performance and to provide appropriate support and challenge when needed to maintain high standards and raise pupil achievement</li> <li>➤ Experience in developing and delivering an effective Training / CPD programme</li> <li>➤ Well-developed interpersonal skills and ability to demonstrate a supportive, empathetic and 'open door policy' to staff well-being.</li> <li>➤ Experience of school management at a minimum of Assistant Head Level</li> </ul>	<ul style="list-style-type: none"> <li>➤ Experience of adopting a key role in the school self-review process to improve school performance in key areas</li> <li>➤ Skilled School Lead for Performance Management</li> <li>➤ Experience of taking a leading role in staff well-being policy and practice.</li> </ul>
<b>Efficient and Effective Deployment of Staff and Resources</b>	<ul style="list-style-type: none"> <li>➤ Experience of directing, supporting and monitoring the work of a range of staff</li> <li>➤ Experience of resource allocation and budget management at a whole school level</li> <li>➤ Experience of supporting SLT in staffing decisions on a strategic and daily basis and managing the challenges of operational and well-being issues dynamically.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Deep understanding of school finance systems</li> <li>➤ Experience of fundraising for a school</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>➤ Qualified teacher status.</li> <li>➤ Outstanding practitioner</li> <li>➤ To have successfully completed the NPQSL course</li> <li>➤ To have a deep and embedded knowledge of positive safeguarding practices to ensure the holistic well-being of every child</li> <li>➤ Willingness to undertake training as the Designated safeguarding lead and to be the school lead</li> <li>➤ Willingness to undertake CPD / appraisal training and be the school lead</li> </ul>	<ul style="list-style-type: none"> <li>➤ Current DSL accreditation</li> <li>➤ Post graduate level qualification in Special Needs or leadership and management</li> <li>➤ Completion of a recognised behaviour management training course</li> </ul>

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<b>Other Qualities</b>	<ul style="list-style-type: none"><li>➤ Excellent communication and interpersonal skills</li><li>➤ Confident ICT user</li><li>➤ Ability to motivate staff and set example of high personal standards</li><li>➤ Ability to demonstrate leadership through using their initiative to make appropriate management decisions</li><li>➤ The ability to manage own time effectively in order to meet given deadlines</li><li>➤ To have the ability to be a positive problem solver</li><li>➤ Willingness to take full part in school events and fairs</li></ul>	<ul style="list-style-type: none"><li>➤ Experience of creating and maintaining school environment which promotes good behaviour, high standards of achievement and a willingness to innovate to improve outcomes for all stakeholders.</li></ul>