

Head of SAFE Person specification

CRITERIA	QUALITIES
Qualifications and training	› A degree or social work qualification or relevant training in SEND individual case work at placement or tribunal levels
Experience	› Effective Senior Leadership and management experience › Successful experience in a specialist school is desirable but not essential. › Successful experience working with Autistic or SEND students within previous roles and an understanding of the difficulties that they experience › Successful experience of helping others to successfully implement excellent safeguarding practice. › Involvement in self-evaluation and improvement planning › Line management experience › Experience of change management › Experience of leading and planning staff development › Experience of building strong and positive relationships with children, staff and parents. › Experience of successfully managing challenging conversations › Successful Experience of chairing / leading meetings which have effective outcomes › Experience of effective recruitment; selecting appropriate staff to work in the settings that you have worked in
Skills and knowledge	› Expert knowledge of Safeguarding best practice for pupils with disabilities or individual case work including right up to tribunals to advise and support the existing good practice. › Excellent Ability to communicate the Freemantles mission and vision and inspire others › Strong written and oral communication and interpersonal skills with high level negotiation and influencing skills, and the ability to work collaboratively with internal and external partners/professionals. › Excellent time management and organisational skills › Ability to build effective working relationships with senior colleagues, all school staff and all other stakeholders › Knowledge of approaches that promote effective line management › Comprehensive knowledge of computerised business systems.
Personal qualities	› Commitment to promoting the ethos and values of the school and getting the best outcomes for all pupils › Model a commitment and dedication to the school whilst also establishing a good work/ life balance and recognising the essential nature of good emotional wellbeing in themselves and others. › Commitment to acting with integrity, honesty, loyalty and fairness to safeguard the reputation of the school › Committed to further development and improvement for self and organisation; maintaining a curious mind and investigating new innovations. › Ability to work under pressure, prioritise and delegate effectively › Ability to find solutions and to support others to find the solutions which will work best for them › Ability to know when to seek advice and where to go to get it › Commitment to maintaining confidentiality at all times › Commitment to safeguarding and equality › Ability and willingness to learn, especially in relation to key functions of this role.

Notes:

This Person Specification may be amended at any time in consultation with the postholder.

Last review date: September 24

Next review date:

Executive Headteacher's signature:

Date:

Postholder's signature: