

## Person Specification – Head of School

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• QTS</li> <li>• Degree at level 2:2 or above/or equivalent</li> <li>• Experience of strategic planning and leadership</li> <li>• NPQH or working towards</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in more than one school</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience in working effectively with parents/carers, external professionals and other agencies</li> <li>• A consistently outstanding teacher in a SEN context</li> <li>• Experience of leadership at whole school level</li> <li>• Experience of managing change and innovation creatively and effectively</li> <li>• Experience of effective behaviour management</li> <li>• Experience of working with a governing body</li> <li>• Experience of deploying staff across a whole school</li> </ul>	<ul style="list-style-type: none"> <li>• Held a Deputy Head position in an SEMH setting</li> </ul>

<b>Job Related Knowledge, Understanding and Skills</b>	<ul style="list-style-type: none"> <li>• An ability to support motivate and inspire both pupils and colleagues</li> <li>• Demonstrate the ability to develop and deliver effective and inspirational professional development</li> <li>• Ability to review whole school systems and use a range of data to ensure robust evaluation of school performance</li> <li>• Ability to develop and sustain a safe, secure and healthy school environment</li> <li>• Knowledge of statutory requirements and other legislation relating to Safeguarding/EHCP/Employment</li> <li>• A commitment to the principles of high quality SEN provision</li> <li>• Ability to think creatively, to anticipate and solve problems, including under pressure</li> <li>• Ability to use a range of ICT effectively and creatively as a tool for learning</li> <li>• An understanding of the New OFSTED Framework</li> <li>• A commitment to support extra-curricular activities</li> </ul>	<ul style="list-style-type: none"> <li>• A strong subject interest demonstrating passion and commitment to the subject area</li> </ul>
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<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• The ability to work independently and contribute as a team member</li> <li>• The ability to determine priorities, be self-motivated and manage time effectively</li> <li>• The ability to develop appropriate and effective links with parents, carers and the wider community, including external agencies to support the learning of all pupils</li> <li>• A commitment to their own continuing professional development</li> </ul>	
<b>Securing Accountability</b>	<ul style="list-style-type: none"> <li>• Ability to foster individual, team and whole school accountability for pupil learning outcomes</li> <li>• Ability to monitor and evaluate the effectiveness of all aspects of school's work</li> <li>• Ability to review whole school systems and use a range of data to ensure robust evaluation of school performance</li> <li>• The ability to maintain records and manage information so that the school is able to account for all aspects of performance</li> </ul>	

<b>Additional Requirements</b>	<ul style="list-style-type: none"> <li>• Complete a Disclosure and Barring Service (DBS) check</li> </ul>	
<b>Equal Opportunities</b>	<ul style="list-style-type: none"> <li>• Candidates should indicate a commitment to equal rights regardless of age, gender, orientation, ethnicity or religion</li> </ul>	