

## Person Specification

Qualifications/skills	Essential or Desired
Good Honours degree and appropriate teaching qualification	Essential
National Professional Qualification for Headteacher's NPQH	Desired
Evidence of successful Leadership experience	Essential
Teacher of SEN qualification	Essential
Understanding, commitment and knowledge of AAC and how to develop communication skills effectively with all pupils	Essential
Accredited disability-related (SEND) post graduate qualification and/or a strong record of experience in Special Education	Essential
Understanding of the duties and responsibilities arising from the Children's Act 2004, SEND code of practice and Working Together in relation to Safeguarding children and young people.	Essential
If the preferred candidate does not have a good standard of AAC competency a willingness to enhance skills in this area will be essential	Essential
Conductive Education qualification or knowledge	Desired

Leadership and strategic direction and development of the school	Essential or Desired
Provide strategic vision, initiate action, take responsibility.	Essential
Motivate others to assist in setting and achieving goals	Essential
Analyse issues and take timely action	Essential
Focus resources on strategic goals	Essential

Be solution focused and exhibits a positive attitude.	Essential
Command respect by example in personal values, behaviours and standards.	Essential
Use, encourage and facilitate effective communication with all stakeholders	Essential
Achieve excellence by using effective monitoring systems, interpreting data effectively and evaluating performance and progress towards goals.	Essential
Demonstrate understanding of the OFSTED criteria for Outstanding schools and ability to support the whole school community in becoming a beacon of excellence	Essential
Work effectively with the Governors and the local authority	Essential

<b>Management of Teaching and Learning</b>	<b>Essential or Desired</b>
Understanding of physical disabilities	Essential
Knowledge of conductive education and/or willingness to embrace its practice	Essential
Extensive knowledge of curriculum, methods and styles of teaching and learning, pupil assessment and evaluation criteria. Pupils are provided with appropriate challenge and support.	Essential
Experience of producing the School Improvement Plan	Desired
Ability to support the Leadership Team in ensuring that the school meets national requirements and that teaching is at least good throughout the school	Essential
Experience of contributing to the SEF (School Evaluation Framework)	Desired
High expectations and the ability to articulate them effectively	Essential
Understanding of provision mapping and the individualisation of curriculum delivery to meet the needs of the diverse pupil population	Essential
Understanding of the challenges which pupils with SEND including sensory impairment/ communication/complex medical/physical difficulties and other additional needs experience in making progress	Essential

Understanding of the role of Multi-agency teams in supporting and enhancing pupil engagement with learning	Essential
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<b>Management of People</b>	<b>Essential or Desired</b>
Intervene, negotiate, resolve conflict, facilitate communication and create and maintain a positive, caring and effective ethos	Essential
Understand how own behaviour affects others, exhibits and adjusts appropriate interaction skills and deals effectively with emotional issues	Essential
Delegate authority and responsibility clearly and appropriately	Essential
Assess expertise of self and others and use staff appraisal to further develop staff and achieve the aims of the school	Essential
Use coaching styles to enable staff to reach their potential.	Essential
Be an effective communicator who uses group processes and facilitator skills effectively	Essential
Use people's skills and abilities to enhance whole team performance	Essential
Promote self-development and self-responsibility of professional development and awareness of the latest needs for children	Essential

<b>Management of Resources</b>	<b>Essential or Desired</b>
Evidence of effectiveness in managing a substantial budget	Essential
Evidence of effective use of all available resources to maximise the progress of pupils	Essential
Ability to ensure that provision for identified pupils is used effectively as stated in their Statements/EHCPs and Provision Maps	Essential
Secure understanding of Health and Safety issues involved in leading a school and recognising medical/clinical responsibilities	Essential

Understanding of the additional requirements of running a residential unit safely	Essential
Understanding of the additional requirements and OFSTED expectations involved in running a residential provision	Essential

<b>Accountability for the effectiveness and efficiency of the school</b>	<b>Essential or Desired</b>
Evidence of effectiveness in reporting on strategic development to Governors/LA	Desirable
Evidence of effectiveness in creating, developing and implementing effective monitoring systems/data and writing and/or significantly contributing to the SEF	Desirable
Evidence of effectiveness use of in-school reviews and evaluations, OFSTED and other external reviews of the school's effectiveness to write Action Plans and School Improvement Plans	Essential

<b>Safeguarding and Promoting the Welfare of Pupils</b>	<b>Essential or Desired</b>
Evidence of effective development, implementation and maintenance of robust evaluating systems which enable pupils to develop emotionally and physically in a nurturing environment.	Essential
Evidence of working collaboratively and effectively with a range of professionals to enable pupils overcome the difficulties and challenges which they face as they move towards adult life.	Essential
Ensuring that Health and Safety requirements are fully met	Essential