

**Brownhill School**  
**Person Specification**  
 Headteacher (L27 – L33)

		Application	Interview	Essential (E) Desirable (D)
<b>1</b>	<b>Qualifications</b>			
1.1	A good honours degree	/		E
1.2	Qualified teacher status	/		E
1.3	Further relevant qualifications for headship (NPQH) or willingness to work towards	/		E
1.4	Evidence of sustained professional development	/	/	E
<b>2</b>	<b>Experience</b>			
2.1	Significant and successful experience of SEND school Improvement with demonstrable impact	/	/	E
2.2	Successful senior leadership experience in a special school setting	/		D
2.3	Recent substantive senior leadership experience with a sustained whole school impact	/	/	E
2.4	Experience of leading effective change	/	/	E
<b>3</b>	<b>Qualities and Knowledge</b>			
3.1	A wholehearted and well-informed commitment to SEND and inclusion	/	/	E
3.2	A rigorous knowledge of monitoring and evaluating quality of education, teaching and learning			
3.3	A rigorous knowledge of SEND, pastoral structures and safeguarding	/	/	E
3.4	The ability to form positive relationships with all stakeholders	/	/	E
3.5	The ability to maintain a high profile and be able to model high standards	/	/	E
3.6	Knowledge of how to monitor, evaluate, and improve learner outcomes	/	/	E
3.7	A thorough understanding of the current SEND and wider educational landscape	/	/	E
<b>4</b>	<b>Developing Learners and Staff</b>			
4.1	The ability to use a variety of strategies to develop staff at different levels	/	/	E
4.2	The ability to create an ethos in which staff feel valued, motivated and listened to	/	/	E
4.3	The ability to be able to have challenging conversations to address capability and conduct	/	/	E
4.4	The ability to ensure that staff have the necessary skills and knowledge to promote equality, respect diversity, and challenge stereotypes	/	/	E
4.5	Experience of using delivering and evaluating SEND and pastoral related CPD	/	/	E
4.6	The ability to use a range of assessment to improve outcomes for a range of different SEND	/	/	E
<b>5</b>	<b>Systems and Processes</b>			
5.1	The ability to create and maintain structures to ensure a calm, safe and well-ordered environment	/	/	E
5.2	Understanding of how to use appraisal effectively to support and develop staff	/	/	E
5.3	Participation in a school's self-evaluation and improvement processes	/	/	E
5.4	Commitment to successful governor working and knowledge of the governor's strategic role	/	/	E
5.5	Understand how to develop distributed leadership to ensure wider responsibility and improvement	/	/	E
<b>6</b>	<b>The Self-Improving School System</b>			
6.1	A commitment to partnership work and collaboration, with experience of working successfully with external agencies to improve outcomes and opportunity	/	/	E
6.2	Experience of working collaboratively with other schools	/	/	D
6.3	The ability to engage in successful partnership with families	/	/	E
6.4	An ability to promote the school within the local community and beyond	/	/	E
6.5	Experience of implementing change which has impacted positively in a school setting	/	/	E
<b>7</b>	<b>Safeguarding</b>			
7.1	Knowledge, understanding, experience and a commitment to child protection, safer recruitment, and safeguarding	/	/	E
7.2	Ability to form and maintain appropriate relationships with staff, learners and families	/	/	E
7.3	Willingness to undertake an enhanced Disclosure and Barring Service check	/	/	E
7.4	Fully supportive references	/	/	E