



Person Specification

Position: Headteacher

Pay Range: Group 3 L16 – L24 / £61,166 – £73,559

Responsible to: School Governing Body & Local Authority

Qualifications & Training

- Educated to Degree Level
- UK Qualified Teacher Status

Experience

- Substantial and proven successful teaching experience
- A track record of substantial and successful leadership and management experience at a senior level
- Experience of monitoring and evaluating performance and practice
- Experience of coaching, guiding and mentoring individuals and teams
- Experience of innovation and leadership and management of organisational change/improvement
- Experience of developing a culture of Safeguarding within a school
- Experience of managing a budget

Professional Knowledge

- Experience of working in partnership with the Governing Body, and the ability to provide a clear vision and direction for the School over the coming years
- A clear understanding of what makes good and outstanding learning and teaching in a Secondary Special School
- The ability to build effective relationships with a wide variety of people – staff, children, senior leaders, governors, parents, local community, and other stakeholders
- The ability to create and implement a strategic school improvement plan, based on effective self-review which identifies priorities and targets, ensuring that all children are included, make good progress, and achieve their potential
- An understanding of the factors which create barriers to learning and the ability to implement appropriate strategies for reducing inequalities and promoting inclusion
- Excellent critical thinking, problem solving, negotiating and decision-making skills
- The ability to ensure that parents and children are well-informed about the curriculum, attainment, and progress, and about the contribution they can make to achieving
- The ability to prioritise, evaluate and manage financial and human resources

Professional Skills

- Extensive knowledge and experience of secondary/special/SEMH education
- A thorough understanding of how children learn, how teachers can best teach, and how to raise standards through careful and effective monitoring and target setting
- The ability to create and develop a stimulating environment and an eagerness to learn
- An understanding of strategies for supporting and enhancing teachers' effectiveness, and securing school improvement
- Knowledge of the statutory frameworks and good practice for curriculum delivery and assessment
- High expectations of pupil behaviour and a depth of knowledge in the research and practical strategies and approaches including attachment and trauma
- The ability to motivate and empower all staff to carry out their respective roles to the highest standard through continuing professional development and effective performance management
- Knowledge and understanding of safeguarding best practice

Philosophy & Commitment

- High expectations and an ambition for excellence
- A commitment to pupil development and the development of inclusive practice for all members of the school community
- A willingness to make him/herself approachable to all members of the school community, and listen to their opinions and ideas
- A commitment to high professional standards, and continuous professional development for self and other staff

Personal Qualities

- Ability to relate to people at all levels
- Motivational and inspirational, with a commitment to high quality education for all
- Resilient, robust, and calm under pressure
- Ability to set targets and meet deadlines
- The strength to challenge under achievement
- Approachable, enthusiastic, and caring
- A commitment to the wellbeing of the whole school community

All aspects of this Person Specification will be tested via the Application Form, throughout the interview process and references.

May 2022