

Person Specification

Qualifications

Essential

- Qualified Teacher Status (QTS).
- Degree or equivalent qualification.
- Evidence of relevant professional development.
- Safeguarding training appropriate to senior leadership responsibilities.

Desirable

- National Professional Qualification for Headship (NPQH) or equivalent.
- Postgraduate qualification in education, leadership or SEND.

Experience

Essential

- Significant senior leadership experience within a special school or SEND setting.
- Experience of leading whole-school improvement.
- Experience of managing staff and resources effectively.
- Experience of working successfully with families and external agencies.
- Experience of safeguarding leadership.
- Experience of monitoring and improving teaching and learning.

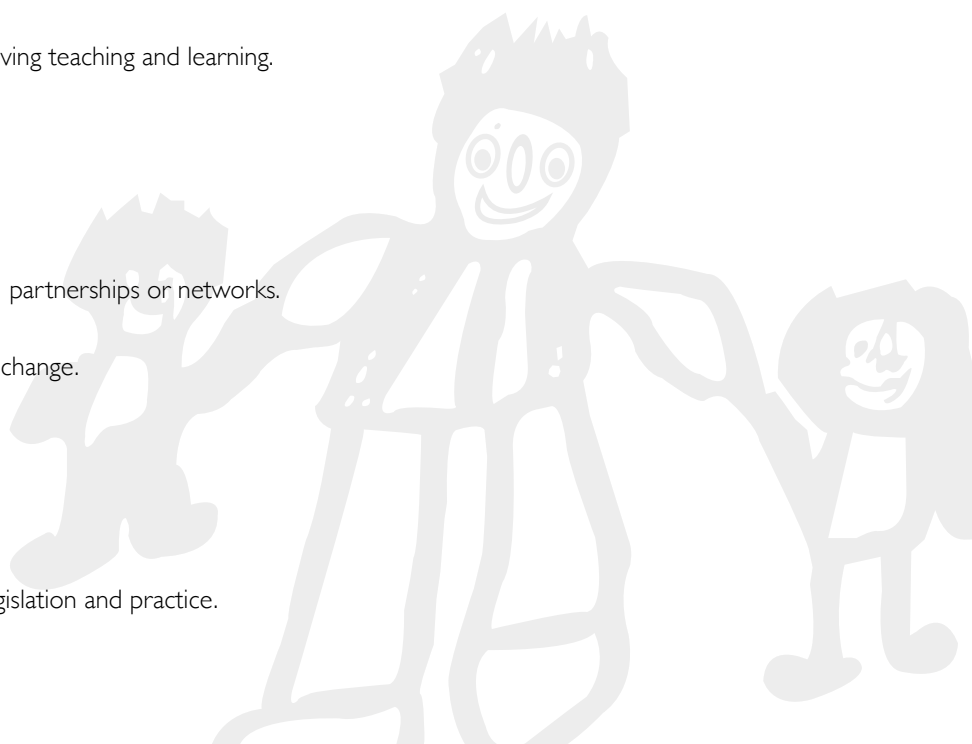
Desirable

- Previous Headship experience.
- Experience of working across school partnerships or networks.
- Experience of leading organisational change.

Knowledge and Understanding

Essential

- Excellent understanding of SEND legislation and practice.



- Strong knowledge of safeguarding requirements.
- Understanding of curriculum development for pupils with complex learning difficulties.
- Understanding of school self-evaluation and improvement planning.
- Knowledge of financial and resource management.
- Understanding of governance and accountability structures.

Desirable

- Knowledge of national developments within the SEND sector.
- Understanding of research-informed practice and implementation.

Leadership Competencies

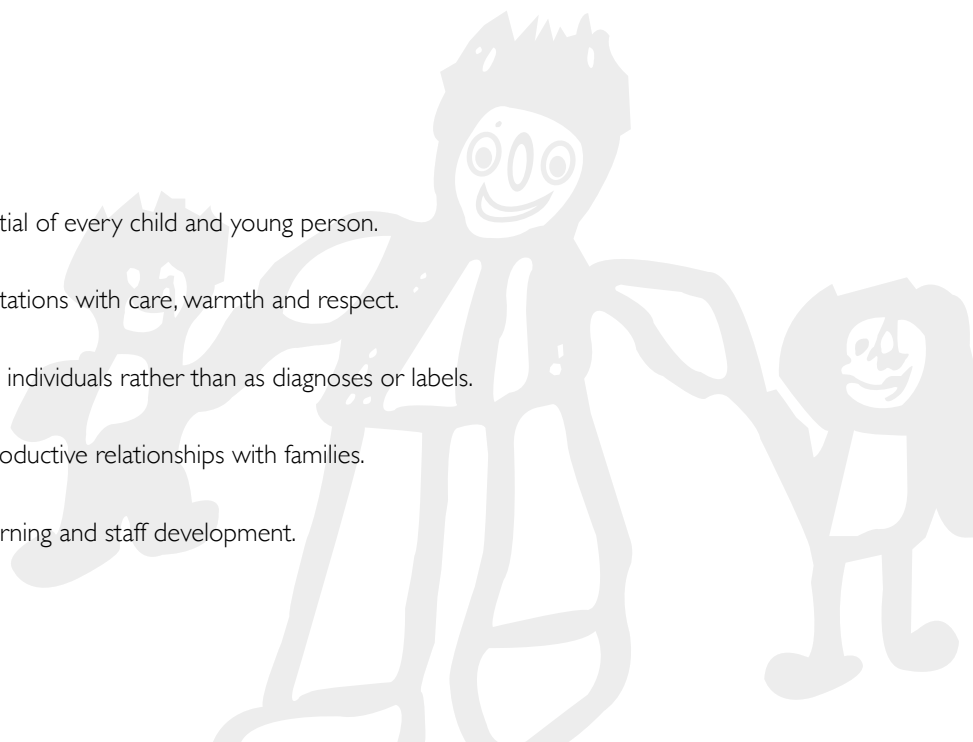
Essential

- Ability to articulate a clear vision and inspire others.
- Commitment to inclusion, equality and diversity.
- Strategic thinking combined with operational effectiveness.
- Capacity to build strong relationships and partnerships.
- Excellent communication and interpersonal skills.
- Emotional intelligence, resilience and integrity.
- Commitment to safeguarding and pupil wellbeing.
- Ability to develop leaders at all levels.

Leadership qualities

Essential

- An unwavering belief in the potential of every child and young person.
- The ability to combine high expectations with care, warmth and respect.
- A commitment to seeing pupils as individuals rather than as diagnoses or labels.
- The ability to build trusting and productive relationships with families.
- A commitment to professional learning and staff development.



- The ability to sustain a culture that is structured, ambitious, innovative and inclusive.
- A passion for preparing children and young people for greater independence and fulfilling adult lives.

Personal Qualities

Essential

- Warm, approachable and relational.
- Values-driven and ethical.
- High expectations for all pupils and staff.
- Collaborative and reflective.
- Committed to continuous improvement.
- Adaptable and forward-thinking.
- Passionate about improving outcomes for children and young people with SEND.

Safeguarding Statement

Frank Wise School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post is subject to satisfactory references, medical clearance, enhanced DBS checks, qualification verification and all other relevant pre-employment checks.

