

HEREFORDSHIRE PUPIL REFERRAL SERVICE



PERSON SPECIFICATION POST: Headteacher

The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job. The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the Essential Criteria. The **Assessment** column shows how governors and trustees will obtain the necessary information about you. If the **Assessment** column says the **Application Form** next to an **Essential Criteria** or a **Desirable Criteria**, you **MUST** include in your application enough information to show **how** you meet these criteria. You should include examples from your paid or voluntary work.

| | ESSENTIAL CRITERIA | HOW IDENTIFIED | DESIRABLE CRITERIA | HOW IDENTIFIED |
|---|---|--|---|--------------------------------------|
| Qualification and Experience | <ul style="list-style-type: none"> • Qualified Teacher Status or NPQH. • Effective Senior Leadership experience within Special Education. • Recent evidence of a commitment to continuing professional development and professional study or NPQH or equivalent. • Experience of working in partnership with other schools, service providers and organisations. • Experience of maintaining and leading a successful team. • Experience of managing change to raise standards of teaching and learning. • Experience of managing budgets. | Application form, Checking Certificates Interview | Evidence of specialist qualification in SEN Experience of: Working in more than one school. Awareness, understanding and experience of joint working across schools. Experience of leading joint development work with other schools and organisations | Application Form and Interview |

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| | <ul style="list-style-type: none"> • Experience of successfully formulating & implementing policy to contribute to an effective school ethos | | | |
| Qualification and Experience (continued) | <ul style="list-style-type: none"> • Experience of planning, delivery and implementation of an appropriately broad, relevant and stimulating curriculum suitably differentiated to groups of children with varying special educational needs. • Experience of monitoring & evaluating provision to identify priorities for improvement. • Experience of developing and leading strategies to improve pupil behaviour. • Experience of implementing an equal opportunities framework. • Experience of effective partnership with parents and families | Application form and Interview | | |
| Skills and Knowledge | <p>Commitment to:</p> <ul style="list-style-type: none"> • The safety and welfare of children. <p>Ability to:</p> <ul style="list-style-type: none"> • Manage and motivate staff towards excellence • Analyse and problem solve. | Application form and Interview | <ul style="list-style-type: none"> • Working in partnership with the community as a whole | Application form and Interview |

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| | <ul style="list-style-type: none"> • Have a flexible and sensitive leadership style. • Market and promote the school. • Lead Inset and model best practice in distinctive teaching approaches. • Create an ethos which values everyone in the school. • Maintain a consistent whole school approach to behaviour management | | | |
| Skills and Knowledge (continued) | Knowledge of: <ul style="list-style-type: none"> • Current educational issues with particular reference to the Children and Families Act 2014 • An understanding of the ways a special school can serve the community as a whole. | Application form and Interview | | |
| Special Working Conditions | <ul style="list-style-type: none"> • Occasional evening work and weekend activities. • Able to travel within the county and beyond | Application form and Interview | | |