

Headteacher Person Specification

	Essential / Desirable	Measured via application form, interview, test, activities and presentation
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Knowledge/Qualifications

Qualified Teacher Status	Essential <i>Ya gotta have this!!</i>	Application
Specialist SEN qualification and evidence of relevant professional development	Desirable (very) <i>The more the merrier</i>	Application
National Professional Qualification for School Leadership (NPQH, NPQSL)	Essential <i>Well, good for you</i>	Application
Already a school leader (at high level)	Essential <i>Got the t-shirt</i>	Application
Ready to be our big hitter in PMLD or SLD or ASD (WOW if you've got'em all!!)	Desirable <i>We need an oracle</i>	Application
Grasp of the labyrinthine way in which local authorities manage SEN resources and meet needs of PMLD, SLD and ASD children	Essential <i>You are truly Gandalf</i>	Application/ Interview
Knowledge and commitment to the principles of evidence-based practice and research in special education	Essential <i>A learner amongst learners</i>	Application / Interview

Experience

Experience of working with children with relevant special needs - <i>Do you know our kids? Do you 'get' our kids?</i>	Essential <i>And, they must 'get' you</i>	Application / Interview / Activities
Understanding and awareness of the needs, aspirations and concerns of families of children with PMLD, SLD or ASD - <i>Do you 'get' our families?</i>	Essential (fundamental) <i>We're all about families</i>	Application / Interview
Experience of leading and managing multidisciplinary teams - <i>Are you a therapy shepherd?</i>	Essential <i>Can't do it on your own</i>	Application / Interview
Monitoring and assessing performance - <i>Do you know great teaching when you see it? And, can let staff know?</i>	Desirable <i>Spot-on instincts</i>	Application / Interview
Experience in working effectively with a range of school partners including parents, external professionals and local authorities - <i>Do you play nicely with others?</i>	Essential <i>It's a multi-player game</i>	Application / Interview
Successful experience of curriculum development, planning, assessment and evaluation of SEN pupil progress	Essential <i>Evolving daily</i>	Application / Interview
DSL?	Essential <i>Safe children, an absolute must</i>	Application / Interview
Experience of partnership and multi-disciplinary working and creative solutions at a strategic level - <i>Are you a real flier?</i>	Desirable <i>We've all got problems, need someone with answers</i>	Application/ Interview

Experience of managing a school budget or SLT responsibility for significant delegated element(s) - <i>neither Scrooge nor Gatsby</i>	Essential Flamboyantly prudent	Application/ Interview
Experience of working within the governance structure of a Trust, academy, independent or NMSS special school	Desirable They are definitely on your side	Application/ Interview

Skills & Attributes

A personal commitment to working to the highest professional standard promoting a culture of continuous improvement to support the delivery of innovative and responsive services for children, young people and families	Essential You get your own motor running	Application / Interview
Able to relate and communicate with a range of different audiences	Essential talk the walk	Application / Interview
Able to communicate with enthusiasm, integrity, resilience, sensitivity, good humour and energy	Essential honey, not vinegar	Interview
Able to inspire motivate and support pupils, parents and staff	Essential Get others to walk the talk	Application / Interview
Able to build and develop teams capable of achieving excellence in goals and objectives	Essential Using everyone's 'thang'	Application / Interview
Financial and resource management skills	Essential Making silk purses out of...	Application / Interview
Effective skills for leading and managing staff of the School and in building the capacity of the School team	Essential Getting the quart into the pint pot	Application / Interview
Able to work effectively with staff colleagues, Governors and Trustees	Essential It's a squad thing	Application / Interview