

Headteacher - Person Specification

Oakfield Park School
Group size: 7 **Indicative Pay Range: L29 – L35**

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

Qualifications and Training	Essential	Desirable	Assessment Method ¹
Graduate or Equivalent	X		A
Qualified Teacher Status	X		A
National Professional Qualification for Headship		X	A
Have had, or be undertaking, further study relevant to headship or special education (eg, Diploma or Higher Degree).		X	A
Evidence of continuous professional development relevant to school leadership and education	X		A
Experience, knowledge and skills			
Background in special education	X		A
Successful senior or whole school leadership at Headteacher, Deputy Headteacher, or Assistant Headteacher level.	X		A/S/I
Expertise in special curriculum design and assessment.	X		A/S/I
Experience in other special schools at Secondary Phase.		X	A
Successful experience of working with children with severe, complex or profound and multiple learning difficulties, including autism.		X	A/S/I
Successful experience of leading or managing the expansion of schools (eg, off-site provision).	X		A/S/I
Safeguarding			
Demonstrate a commitment to safeguarding and the welfare of children and young people	X		A/S/I
Experience of managing the school's responsibility for safeguarding pupils' wellbeing and providing a safe environment in which pupils can learn.		X	A/S/I
Recent accredited safeguarding training		X	A

Headteachers' Standards

The Selection Panel will require evidence that you work within the Headteachers' Standards (DfE October 2020). In particular, the panel will focus attention on the following qualities and characteristics:

Key Headteachers' Standards for Oakfield Park School		Essential	Desirable	Assessment Method ¹
Qualities and Knowledge	<ul style="list-style-type: none"> Lead by example - with passion, integrity, creativity, resilience, and clarity. 	X		A/S/P/I
	<ul style="list-style-type: none"> Sustain wide, current knowledge and understanding of education and pursue continuous professional development. 	X		A/S/P/I
School Culture	<ul style="list-style-type: none"> Reinforce and develop our child-centred curriculum and culture where pupils experience a safe, positive, and enriching school life, and where ambitious standards are upheld for all pupils to prepare them well for independent, productive, and happy lives. 	X		A/S/P/I
	<ul style="list-style-type: none"> Instil a strong sense of accountability in staff for the impact of their work on pupils' outcomes. 	X		A/S/P/I
	<ul style="list-style-type: none"> Establish an educational culture of 'open classrooms' as a basis for sharing best practice. 	X		A/S/P/I
Working Together	<ul style="list-style-type: none"> Distribute leadership through the school, forging teams which support each other and work together effectively. 	X		A/S/P/I
	<ul style="list-style-type: none"> Create an outward-facing school which works with other schools and organisations to champion best practice and secure excellent outcomes for all students. 	X		A/S/P/I
Governance and Accountability	<ul style="list-style-type: none"> Welcome strong governance and actively support the Governing Body to understand its role and deliver its functions effectively. 	X		A/S/P/I

1. Assessment Method - Key

A = Application Form
 S = Selection Tests
 P = Presentation
 I = Interview