



# Riverside Special School

Headteacher Specification	Essential	Desirable	Application	Interview or task	Reference
<b>Qualification and Training</b>					
Degree level qualification	X		X		
Qualified Teacher Status	X		X		
Evidence of further continuing professional development		X	X		
<b>Experience</b>					
Substantial experience of SEND with proven, successful senior leadership and management experience within a mainstream school/college and/or special school(s)	X		X	X	X
Effective delivery of educational services to children with EHCPs and complex/high needs	X		X	X	
A successful track record of leading and managing change to deliver strategies to improve measurable outcomes	X		X	X	X
Experience of working with partner agencies in the delivery of strategic objectives (e.g. Ofsted, DfE, MATs, Council services , employers and parents)	X		X	X	
Experience of managing and developing a curriculum that caters for individual students' needs	X		X	X	X
Demonstrated ability to inspire and effectively lead colleagues in professional development	X		X	X	X
Experience of working across different phases in education (e.g. Nursery, Primary, Secondary, 6 <sup>th</sup> Form)		X	X	X	
<b>Knowledge and Skills</b>					
Motivation to work with children and young people with a strong commitment to ensure all achieve	X		X	X	
An understanding of how to empower students and staff	X		X	X	
A clear understanding of the Ofsted framework and a proven track record for preparing staff for inspection	X		X	X	
A clear understanding of and commitment to the safeguarding of all children	X		X	X	X
Proven ability to listen to, understand, inspire and work effectively with the school and wider community	X		X	X	
Knowledge and understanding of the statutory frameworks which set out their professional duties and responsibilities	X		X	X	
Knowledge of current educational developments and legislation, particularly in relation to the SEND	X		X	X	
<b>Personal Qualities</b>					
Be able to provide inspirational leadership for the whole school community	X		X	X	X
Demonstrate consistently high standards of principled, professional and ethical qualities in line with the Head Teacher professional standards	X		X	X	X

The ability to build positive relationships rooted in mutual respect	X		X	X	X
Highly developed communication and presentation skills with the ability to present ideas and proposals effectively	X			X	
The ability to hold difficult conversations and dealing with conflict whilst sustaining positive relationships	X		X	X	X
Demonstrate tenacity, emotional resilience, and be a positive role model within the school community	X		X	X	
Have a commitment to valuing, supporting and encouraging the professional development of all staff.	X		X	X	
To foster an open, transparent and equitable culture with a commitment to Equal Opportunities	X		X	X	
<b>Governance</b>					
An understanding of the importance of working productively and professionally with the Governing Body.	X		X	X	
Able to demonstrate an understanding of school finances, recognising the need to use public funds effectively and efficiently		X	X		
<b>Behaviour and Safety</b>					
Experience of safeguarding and promoting the welfare of children and young people and developing a safe and supportive school environment	X		X		X

This school is committed to safeguarding and promoting the welfare of all children and staff.  
The appointment is subject to the receipt of a satisfactory DBS disclosure.