

The duties outlined, in line with Headteacher and Teacher Standards, are in addition to the ones stated in the latest School Teachers' Pay and Conditions Document that you will automatically be required to meet. You may also be required to undertake professional duties delegated by the Headteacher.

Person Specification	Essential	Desirable
<b>1. Qualifications</b>		
1.1 Qualified teacher status	√	
1.2 Recent and relevant in-service training courses and qualifications	√	
1.3 Recognised leadership study and qualification		√
<b>2. Experience, knowledge, and understanding</b>		
2.1 Experience of teaching pupils with Special Educational Needs, including severe and profound learning difficulties, moderate learning difficulties and pupils on the Autism Spectrum	√	
2.2 Significant experience in performing a leadership role in a special school		√
2.3 Evidence of substantial and successful school improvement	√	
2.4 Evidence of involvement in curriculum planning and development at a whole school level	√	
2.5 Excellent classroom practitioner with a proven track record of delivering outstanding outcomes for pupils with severe and profound learning needs	√	
2.6 Experience working within a multi-agency context to support pupils with learning difficulties	√	
2.7 Experience facilitating links with other agencies and schools to extend learning opportunities		√
2.8 Experience of the whole school assessment systems development and use of school data to drive improvement	√	
2.9 Good understanding of current theory and practice of best practice in teaching and learning, particularly as it relates to achieving high rates of progress for children with a range of learning needs	√	
2.10 A knowledge of school self-review and evaluation processes	√	
2.11 Commitment to equality of opportunity and inclusive education for all children	√	

2.12	An understanding of safeguarding as applied to a school for pupils with complex learning needs.	√	
<b>3. Skills in leadership and management</b>			
3.1	Demonstrate excellent communication experience with various audiences, including pupils, parents, governors, and the wider community	√	
3.2	Ability to develop and maintain effective relationships with pupils, staff, parents, and agencies working with the school and the wider community	√	
3.3	Ability to positively influence people and successfully work with members of the school community while promoting the school's ethos and values	√	
3.4	Commitment to continuous professional development for all staff	√	
3.5	Proven ability to manage change, and conflict, empower others and construct solutions	√	
<b>4. Personal qualities</b>			
4.1	Demonstrate personal enthusiasm for and commitment to the learning process	√	
4.2	Calm and organised approach to work under pressure and ability to inspire confidence in others. Ability to work under pressure and to recognise and manage stress	√	
4.3	Thinking strategically, contributing to the whole school vision and inspiring others to carry the school vision forward	√	
4.4	High levels of resilience and determination	√	
4.5	Ability to work with the Headteacher and other senior leaders to motivate and create a shared culture and positive climate	√	