

Person Specification



	Essential	Desirable
1. Qualifications		
1.1 Qualified teacher status	✓	
1.2 Recent and relevant in-service training courses and qualifications	✓	
1.3 Recognised leadership study and qualification		✓
2. Experience, knowledge, and understanding		
2.1 Experience of successful teaching pupils with Special Educational Needs, including SEMH, 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 and experience in preparing the school for Ofsted inspection.	✓	
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 Significant experience of the whole school assessment systems development and use of school data to drive improvement.	✓	
2.9 Experience in developing and implementing whole-school positive behaviour strategies.	✓	
2.10 Commitment to equality of opportunity and inclusive education for all children	✓	
2.11 An understanding of "safeguarding" as applied to a school for pupils with complex learning needs.	✓	
3. Skills in leadership and management		
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.	✓	
4. Personal qualities		
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.	✓	