

PERSON SPECIFICATION: HEAD TEACHER

******* School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced DBS check is required for the successful applicant.**

	ESSENTIAL	* METHOD OF ASSESSMENT
INITIAL QUALIFICATIONS	Qualified Teacher status.	AF, I
FURTHER QUALIFICATIONS/ PROFESSIONAL DEVELOPMENT	<p>NPQH or masters degree</p> <p>Recent, relevant in-service training in current educational practice, including the leadership and management of teaching and learning.</p> <p>Knowledge and understanding of education and schools systems locally and nationally.</p> <p>Robust knowledge of supporting and working to improve SEND provision and outcomes, and working with pupils with Autism.</p>	<p>AF</p> <p>AF</p> <p>AF, I</p> <p>AF, I</p>
EXPERIENCE	<p>Clear values and moral purpose, focused on providing a world class education for the pupils at The Pines Special School.</p> <p>Lead by example - with empathy, integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them.</p> <p>Demonstration of a good understanding of School Improvement Planning and implementation. Experience of reflective and rigorous school self-evaluation. Experience of the code of conduct</p> <p>Previous experience of being a head teacher and of leading OFSTED inspections.</p> <p>Experience of implementing Performance Management and school monitoring strategies.</p>	<p>AF, I, P</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p>

	<p>Experience of leading curriculum development training for staff.</p> <p>Experience of partnership working with stakeholders such as governors, parents and the wider community including external agencies.</p> <p>Successful and varied teaching experience in appropriate phase(s), including working with children with ASC, social, emotional and mental health difficulties.</p>	<p>AF, I</p> <p>AF, I, P</p> <p>AF, I</p> <p>AF, I</p>
SKILLS AND ABILITIES	<p>Highly developed understanding of what makes Quality First Teaching and the ability to use this knowledge to improve teaching and learning across a school.</p> <p>To develop and implement the school vision and values and promote inclusivity and diversity within a framework of British Values.</p> <p>To work to high professional standards, strategically and operationally, leading by example.</p> <p>To lead and manage effectively in an environment of high accountability.</p> <p>To manage the implementation of change effectively and sensitively.</p> <p>Demonstrate the ability to manage, motivate and support individuals and teams effectively.</p>	<p>AF, I</p> <p>AF, I, P</p> <p>AF, I, P</p> <p>AF, I</p> <p>AF, I, P</p> <p>AF, I</p>

	<p>To deal effectively with under performance, in accordance with relevant policies and procedures.</p> <p>To understand and interpret complex data to inform effective decision-making.</p> <p>To maintain a clear strategic financial overview of the school.</p> <p>To demonstrate a focus on innovation, creativity and a willingness to work in a context of resource generation and appropriate risk-taking.</p> <p>To seek and maintain effective multi-agency partnerships and collaboration, in order to share and disseminate best practice throughout the whole school and beyond.</p>	<p>AF, I</p> <p>AF, I, P</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p>
OTHER	<p>Evidence of ability to form and maintain appropriate relationships and personal boundaries with children and staff.</p> <p>Evidence of emotional resilience in working with children and staff exhibiting challenging behaviour.</p> <p>Ability to effectively implement safeguarding legislation and develop a culture of safeguarding awareness, risk assessment and management.</p> <p>Ability to coach and develop all school staff appropriately.</p>	<p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p>

	Evidence of actively involving all staff, parents, Governors and the community in the life and work of the school, other schools and networks.	AF, I, P
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Calm • Clarity of vision • Visible and approachable • Supportive • Resilience • Robust • Responsible • Confident and decisive • Self-reflective • Assertive • Brave 	AF, I, P

- Those elements marked **AF** - will be assessed in your **Application Form**
- Those elements marked **AF/I/P** - will be assessed in your **Application Form** and during the selection process e.g. **I**nterview, **P**resentation or Activity.
- Those elements marked **I/P** - will be evaluated during the selection process e.g. **I**nterview, **P**resentation

NB: *If shortlisted, any relevant issues arising from references will also be taken up at interview. References will be used to support the selection panel's assessment.*