**Westfield Arts College**

**Person Specification: Headteacher**

| **Requirements** | **Essential** | **Desirable** |
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| **Qualifications** | * Qualified teacher status * Evidence of continuing professional development and training | * NPQH and/or evidence of substantial, recent professional development in school leadership and management * Further professional qualifications relating to SEND |
| **Knowledge and Experience** | * Extensive experience of highly effective school senior leadership * Knowledge of national and other issues affecting special schools * Experience of financial and budgetary management * Knowledge of the teaching school agenda and the school-led system | * Experience of working in a special school or in other settings with children with SEND * Strong working knowledge of autism * Evidence of effective behaviour management practice * Knowledge of pupil progress assessment as it relates to children with SEND * Knowledge of mixed age/ability teaching |
| **Skills** | * Ability to motivate and lead a staff team effectively, deploying excellent organisational and time management skills * Excellent communication skills, both spoken and written, and financial management skills * Evidence of self-analytical and reflective practice * Ability to both initiate and complete the activities required to take the school forward * Ability to work under pressure and to deadlines * Ability to promote the spiritual, social, moral and cultural development of pupils | * Good understanding of modern technology, especially IT |
| **Qualities** | * Ability to behave at all times in ways which gain the confidence and respect of all stakeholders * Strong commitment to children, especially those with SEND * Stamina, resilience and good physical health * Ability to sustain an appropriate work/life balance | * Creativity and imagination as they relate to the curriculum for children with SEND * Sense of humour and proportion! |
| **Leadership**  **and Management** | * Well-developed ability to manage change and complexity * Knowledge and commitment to safeguarding of both pupils and staff * Ability to lead school improvement within a school that is already outstanding * Strong and sustainable vision for the further development of TADSS, our teaching school alliance * Knowledge of current legislation and developments in special education * Proven team building ability | * Leading performance management and staff development * Ability to use IT as a management tool |
| **Curriculum** | * Ability to deliver a broad and balanced curriculum appropriate to children with SEND | * Understanding of effective inclusion strategies |
| **Relationships** | * Ability to gain the respect of parents/carers, in a strong and mutually supportive relationship * Ability to form secure and effective working relationships with staff, governors, the local authority and other multi-professional agencies * Ability to represent and promote the school within the community | * Evidence of strong practice within a multi-agency environment |