**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
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| **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
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| **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
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| **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!
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| **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
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| **Curriculum**  | * Ability to deliver a broad and balanced curriculum appropriate to children with SEND
 | * Understanding of effective inclusion strategies
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| **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
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