**Samuel Pepys School Person Specification Assistant Head Teacher **

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|  | **Essential** | **Desirable** |
| **Education and Qualifications** | * Qualified Teacher Status (QTS)
* Evidence of relevant professional development so that you are up to date with current best practice in SEND
* A recognised professional qualification such as an NPQM/SL or an intention to pursue further relevant study in the near future
* Experience of a middle or senior leadership role in a setting that is for, or includes, pupils with SEND
 | * Further relevant study; such as a postgraduate Diploma or Masters level degree (Level 7 or 8)
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| **Professional Experience and Skills** | * Proven track record as an excellent classroom practitioner across the age (3-19) and ability range (MLD/SLD/PMLD)
* Sound understanding of high quality teaching and learning in order to carry out lesson observations and feedback and contribute to the monitoring systems within school
* A working knowledge of a functional, transferable and engaging curriculum for pupils with SEND
* Experience in, or contributing towards planning, leading and monitoring areas of whole school improvement
* Experience of effectively leading and inspiring teams of teachers and supporting staff, preferably at key stage or department level
* Confidence, knowledge and skills to plan and deliver professional development for staff (in-house)
* Proven ability in the implementation of strategies for increasing achievement to an excellent standard, including the use of data and benchmarks to monitor pupil progress and moderating judgments made about pupil’s attainment and progression
* An understanding of what best practice looks like for supporting pupils with communication needs and knowing how these needs can impact upon behaviour; planning and providing for the appropriate support and resourcing
* Working knowledge of the SEND Code of Practice, to support effective reviews of EHCPs, targets and transition planning
* Be able to challenge and support where performance is not good enough
* Knowledge of safeguarding procedures in educational settings and promoting pupil safety and well-being
* Experience of effective communication with families to facilitate partnerships between school and home
* An understanding of the potential health and safety risks within a school environment and wider community and the skills to implement and monitor H&S checks including risk benefit analysis
* Ability to draft and present policy documents
* Ability to use technology to facilitate effective communication within our school community
* Commitment to the vision and school improvement plan at Samuel Pepys School
 | * A working knowledge of specific interventions such as Sign Language, AAC, TEACCH, PECS, Team Teach, Lego Therapy, hydrotherapy, Rebound Therapy, Intensive Interaction, Attention Autism, Forest School and be able to share your experience and skills with others
* Show desire and potential for development into Deputy or Headship in the future
* Experience of appraising the performance of others; teachers and supporting staff
* Delivering professional development to external partners, for example to initial teacher training providers or outreach support
* Planning and leading residential and extra curricular educational visits and journeys
* First Aid or Emergency Aid training
* Understanding of accredited learning opportunities for pupils
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| **Personal skills and attributes**  | * A positive ‘can do’ attitude, shared with pupils and colleagues to build and sustain our great team ethos
* Demonstrable experience of highly effective communication skills, both orally and in writing and as an active listener
* Chairing and facilitation skills
* Demonstrate reliability and professional integrity, with an excellent attendance record
* Ability to maintain a professional stance in all situations, ensuring confidentiality and building and sustaining constructive relationships
* Be highly organised and able to plan and prioritise work within timeframes and to meet deadlines
* High levels of resilience and determination
* Calm and organised approach to working under pressure and the ability to inspire confidence and trust in others
* Ability to work with all stakeholders to motivate and work together to create and maintain our shared culture and positive climate
* A dedication to ‘live and breath’ the values and vision of Samuel Pepys School!
 | * Minibus driver, or the willingness to complete minibus training
* Confident swimmer and pool side spotter
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| **Please also see the Teachers’ Standards which can be found on the GOV.UK website.** **Posts working with either children and/or vulnerable adults will be subject to an enhanced disclosure & barring service check.** **Samuel Pepys School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.** |