DAVENTRY HILL SCHOOL



Person Specification

**Job Title:** Headteacher

**Responsible to:** The Governing Body

**Supervisory Responsibilities:** Members of the Senior Leadership Team.

This person specification should be read in conjunction with the latest School Teachers’ Pay and Conditions Document. It may be modified by the Governing Body, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

Method of Candidate Assessment: A=Application Form; I=Interview; R=Reference

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| **Essential** | **Desirable** | **A/I/R** |
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| **Qualifications** |  |  |
| Qualified teacher status or recognised equivalent (DfE recognised) | NPQH or School Leadership Qualification | A |
| Evidence of updating Professional skills, including leadership and financial management |  | A |
| Substantial experience in an SEN environment, accompanied by an additional specialist qualification in SEN |  | A |
| Commitment to further develop professional skills |  | A / I |
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| **Experience** | |  |
| Proven record of successful leadership at a senior level in a Special School | Experience of managing transitions to the next setting | A / I |
| Experience of whole school budget planning and control |  | A / I |
| To have knowledge and understanding of students with a wide range of complex learning and profound disabilities |  | A / I |
| To have a proven track record of innovative curriculum design that reflects the needs of the students | Experience of managing extended school activities | A / I |
| Experience of managing and leading a wide range of staff | Successful experience of working with a diverse community | A / I |
| Successful planning and implementation of a school improvement plan |  | A / I |
| Experience of working successfully with governors, parents, Local Authority and other partners. |  | A / I |
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| **Abilities and Skills** |  |  |
| To provide effective and inspirational leadership |  | A / I / R |
| To be able to prioritise and organize the demands of being a Head Teacher |  | A / I |
| To lead and manage wide range of staff and communicate effectively with all stakeholders |  | A / I |
| To have excellent interpersonal skills, both written and oral |  | A / I |
| To be able to work as part of a team and delegate effectively |  | A / I |
|  |  |  |
| **Knowledge and Understanding** |  |  |
| To have a clear understanding of the role of self-evaluation in the continuous improvement of the school |  | A / I |
| To have knowledge and understanding of local and national trends and requirements of special schools |  | A / I |
| To have a good knowledge of safeguarding procedures | To have an understanding of the role of extended school activities and the role they play in the community | A / I |
|  |  |  |
| **Other Requirements** |  |  |
| To have commitment to equality and diversity | To take a full and active part in the social aspects of the school and its relationship with the community | A / I |
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